



SHORT TERM SCIENTIFIC MISSION (STSM) – SCIENTIFIC REPORT

The STSM applicant submits this report for approval to the STSM coordinator

Action number: IS1409

STSM title: Self-employment and extending working life

STSM start and end date: 07/04/2019 to 13/04/2019

Grantee name: Aneta Krejcova

PURPOSE OF THE STSM/

My collaboration with Professor Anna Pilkova in the host institution from Department of Strategy and Entrepreneurship, Comenius University in Bratislava, Slovakia, focused on *Self-employment and extending working life*.

My Master Thesis is about aging and the factors influencing seniors while considering early retirement. I have used SHARE database which provides quantitative data. I analysed the data using IBM SPSS Statistics. My dissertation focuses on Age management on organizational level, I would like to suggest some recommendation regarding seniors and entrepreneurship (as I did in Policy brief of this COST ACTION). Therefore, the STSM at Comenius University in Bratislava, Faculty of Management will be perfect fit to learn more about aging and entrepreneurship as well as self-employed workers and their view on extended working life.

The goal of the STSM is to study self-employed workers in connection with the topic of aging in order to compare them with employed workers. The acquired knowledge will be applied to the environment of the Czech Republic and other countries, which, in my opinion, will be a very good contribution to the objective of the Action.

This STSM has given me an opportunity to explore the problematic of entrepreneurship of seniors which is very common in Slovakia and the Czech Republic. Professor Pilkova is one of the best in Slovakia in the field and therefore, her help is very valuable. The concept of Entrepreneurship and Intrapreneurship is very important in our countries and can be taught to seniors in order to support them in their working life.

Most of the researches done by Professor Pilkova and her colleagues are done through the quantitative research, hence I was able to discuss with them how to better work with the quantitative data.

Thanks to cooperation with Professor Pilkova on a daily basis and her precious advice I am able to develop my research further and also publish journal articles and take part in conferences.

DESCRIPTION OF WORK CARRIED OUT DURING THE STSMS

Professor Pilkova introduced me the concept of Entrepreneurship and Intrapreneurship in the context of aging and recommended me articles about this topic.

There are a lot of researches on the topic of employed workers, but there is not enough on the topic of self-employed workers and their aging. The self-employed workers are a specific group of people in the context of aging because they have the different work motivation etc. Professor Pilkova has explained me the main differences between self-employed and employed workers. She also gave me some articles and recommendations on this topic. After reading them and discussing it with her I can use it in my research where I want to compare these two groups and the specifics of self-employment.

There is also another topic on which Professor Pilkova gave me a hand and so Intrapreneurship which is not very well known in the Czech Republic. The concept of Intrapreneurship is used by large companies. The purpose is to teach employees to act as an entrepreneur while working for a large company. This approach teaches staff how to take some risk and also be innovative at work. The acquired knowledge can be very useful and increase the competencies of employees. We have discussed how it can be used for corporate education of older workers on what impact can it have on their employability. The possibility of use in my research is high because my dissertation is focused on the organizational level.

I have also introduced my current research on the topic of aging at organizations in the secondary sector. We have discussed the current situation of age management at the company I am cooperating with and the current situation in the Czech Republic in general. I have also introduced my research based on SHARE database and explained what data I use. Slovakia is, for the first time, included in SHARE project. There are data which can be used to compare the two groups of workers- self-employed and employed. Therefore, there is a possibility to compare our countries.

At the end of my stay, we were able to plan next steps, common publications where we could compare our countries.

DESCRIPTION OF THE MAIN RESULTS OBTAINED

(max. 500 words)

The main results of my five day stay can be seen in understanding of differences between employed and self-employed workers, the specifics of each group in the context of aging at work. The acquired knowledge will be used in developing my future research and my dissertation, which is about the age management on the organizational level.

There is also topic newly introduced to myself, which is Intrapreneurship. The concept, which can be also used to support extending working life of seniors at organizations.

According to gained information the goal of my dissertation will be adjusted and extended. I plan to investigate more deeply self-employed and employed workers by using SHARE database.

Thanks to the discussion with Professor Pilkova and her colleagues, I am able to also see the differences between our countries which will help me to compare our countries in the future research.

FUTURE COLLABORATIONS (if applicable)

Me and Professor Pilkova plan to cooperate on the topic of self-employment which will be part of my dissertation. We will meet again at the conference (e.g. Enterprise and Competitive Environment in Brno, Czech Republic) with intend to review my work done by that time and a view to plan further steps. We also plan to cooperate through some projects on which our universities cooperate.