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Articles

Functional Analysis of the System for Human Resources Management

Assoc. Prof. Margarita Harizanova, Ph.D.,
Chief Assist. Prof. Nadya Mironova, Ph.D.,
Assist. Prof. Tatyana Shtetinska

The article presents the results of a research of the situation of the system for Human Resources Management, made by the authors in the period 2008-2009.

It is applied a specific integrated method with which are estimated the kind of activity, the main accents of the bonds and relationships by its realization and application of methods, means of influence in the practice of Bulgarian organizations.

Key words: System of Human Resources Management, systematic approach, process approach, Subject of Human Resources Management, functions, activities.

JEL: O15.

The Scientific and Research Product as an Intellectual Property – Identifying, Legal and Economic Characteristics

Assoc. Prof. Maria Markova, Ph.D.

The recent global and digital world market, development of the economy based on the knowledge, integration of Bulgaria with the European Union emphasized the actuality of setting out the problem for the opportunity of intellectual property protection of the product of the science and the research.

Subject of this article is the possibility to obtain protection for the product of the science and the research as a object of copyright and patenting or registration as an object of industrial property. Special attention is paid to the legal and economic aspects in using the system of intellectual property for the protection of the product of science and research.

Key words: Intellectual property, artistic property and industrial property.

JEL: A12, K19.

Contemporary Economic and Ecologic Indicators Controlling the Regulation of Motor Fuel Quality

Chief Assist. Prof. Stoyanka Petkova, Ph.D.,
Chief Assist. Prof. Yordanka Tasheva, Ph.D.,
Prof. Petko Petkov, D.Sc.

During the past years of the last and at the beginning of the present century the regulation of motor fuel quality has been developed with relation to protecting the natural environment purity. This process has been jointly managed by a group of contemporary economic and ecologic indicators. They make a determined impact on the contemporary condition and guide the future development of the world petroleum refining industry. In the present article are published results from a carried out research for about to what degree the regulation of motor fuel quality it is succeeded to be changed simultaneously with the rapidly increasing of the consumption and production needs of motor fuel in the world. The authors came to a conclusion that it is a complicated, combined and difficult process because the contemporary petroleum refining industry is characterized by a progressive increasing of capital investments for expanding its total world capacity but at the same time it has been made comparatively less investments and legislators changes for controlling the regulation

of motor fuel quality according to protecting the natural environment purity.

Key words: Petroleum refining, motor fuel, quality, ecologic indicator, economic indicator.

JEL: L15, Q32.

POS-systems in Contemporary Commercial Business
Chief Assist. Professor Mihal Stoyanov, Ph.D.

The intensive development of commercial business in the conditions of the rising level of competition results in the increasing deficit in the demand of contemporary commercial technologies. The emphasis in the study is on the reasons for the broader introduction of POS systems in commercial business. The study includes a short review of POS systems architecture, of the requirements to POS technology and its characteristics demanded by traders, etc. POS systems generate unique information, which stimulates the interest of traders, transforming them into the more informed agent of exchange.

The commercial business constantly enlarges the spectrum of products that are offered as commodities in reaction to the constantly changing needs of end customers. This is the main reason for the growing demand for functionality and convenience in the applied commercial technologies, allowing the study of customer preferences and behaviour. The use of an accessible and easy-to-understand graphic interface and technology of contemporary POS¹ systems makes them irreplaceable for the development of the commercial company, increasing its competitiveness and efficiency.

Key words: POS, commercial technology, end exchange, stock management.

JEL: D80, E22, O14.

Challenges for the Development of Rural Regions in Bulgaria in the Conditions of European Union Membership (on the Example of Rural Communities in the Region of Stara Zagora)
Assoc. Prof. Yuliyana Blagoeva-Yarkova, Ph.D.,
Krasimira Toneva, Nedelin Markov

The rural regions potential for economic diversification demonstrates growing opportunities for use and expansion in the conditions of the current European policies.

The purpose of the present study is the identification of some main problems and specific tasks the policy of development of rural regions in our country is confronted with – on the basis of the analysis of indicators of development and starting mechanisms for the implementation of the policy addressed to these regions, in one specific region.

The present study is based on a questionnaire survey being a part of a broader examination of problems of local administration related to the implementation of the policy of development of rural regions. A questionnaire was presented to the administrative structures in the municipalities and councils included in the representative survey of the examined region.

As a result of the study that has been carried out, it was established that there is no targeted local policy of acquaintance with problems and needs of towns and villages situated in remote, intermediate and mountain regions; the differences in priorities and approaches create preconditions for unbalanced territorial development; a sufficiently clear and detailed regional policy is missing; there are no specific local priorities for the different towns and villages; there are not enough information activities directed from the administration towards the population. In this respect, several

¹ POS is an acronym of point of sale or point of service. In the Dictionary of Retail Point of Sale Terms: The physical place, where the commodity or service is sold to customers. It is also called point of purchase. (RetailSystems.com, www.retailsystems.com/retail-pos-dictionary.cfm, 2008).

proposals are made both in relation to the National Plan and Program for development of rural regions and their implementation and in relation to the mobilization of local administration and communities for a faster and more successful achievement of strategic goals.

Key words: Challenges, development, rural regions, European Union.

JEL: R11.

Fragmentation of Agricultural Land and Farmers' Business Decisions

Dimitar Terziev, Eisuke Tsuji

The fragmentation of cultivated agricultural land is considered as a main obstacle to modern agricultural development. More often, the problem is analysed on macro level – state policy. The suggested measures include: sanctions for abandoning land (land taxes), stimulus for ownership exchange (free of taxes land transactions in particular conditions), support for cooperation without change of the ownership (access to additional public finance in case of cooperation), direct government intervention (state land consolidation agencies), and etc.

In this study we take a look on the individual farmers in order to see how they find their own ways to solve the negative consequences born from the fragmentation of the land they cultivate. A literature observation and a field study in Bulgaria and Japan were conducted for this purpose. The data collected were analysed and summarised, and conclusions drawn down.

Final suggestions were formulated based on the practice of the Japanese farmers as their experience in the area is richer. We do believe that these suggestions could be used by their Bulgarian farmers also.

Key words: agricultural land utilization, farmers' business decisions analysis, agricultural development.

JEL: Q15, Q12, O13.

About the Concept of Principles

Senior Assist. Prof. Svetla Marinova

The article focuses on a main concept of legal principles and their different nature compared to legal norms. The article analyzes a concept over legal principles to the points of views of different authors, who are representatives of Philosophy of law-main Zeko Torbov, main representatives of Legal positivism-John Austin, Hans Kelsen, Herbert Hart, Josef Raz. It's maintained the interpretation of Ronald Dworkin for legal principles, they are not norms, they are ideas, that go before legal norms. It's analyzed and underlined the different nature, role and working of principles and norms in legal system. The differences between norms and principles are discussed in part, it's not the subject of the article.

The basic view of the author is that law principles are social necessity ideas that ground and enforce legal norms. The legal principles are part of legal system and make the unity of the legal system.

Key words: Legal principles, legal norms.

JEL: K10.

Bulgarian-Macedonian Relations in the Sphere of Defence and Security 1999-2009

Assist. Prof. Konstantin Pudín

The article is dedicated to Bulgarian-Macedonian relations in the sphere of defence and security. It reveals the development of these relations during the past 10 years. Many documents, articles and books have been studied and some of them are quoted in the article. In brief the main factors of future development of bilateral contacts are analyzed.

Key words: Security and defence, bilateral relations, co-operation, Republic of Bulgaria, Republic of Macedonia.

JEL: H56.

Review

Abuse of Monopoly or Dominant Position under the Bulgarian Competition Law – Corpus Delicti and Prohibited Actions

Ivan Georgiev

The article deals with the problem of prohibition against abuse of monopoly or dominant position. The author's opinion is that the enumeration of prohibited actions in Art. 21 of the Law on Protection of Competition is not exhaustively listed. According to the courts' jurisprudence the following actions are the only that can run contrary to the prohibition against abuse of monopoly or dominant position:

1. Impose directly or indirectly purchase or sale prices or other unfair trading conditions;
2. Limit production, trade and technical development to the prejudice of consumers;
3. Apply different conditions to identical type of contracts with regard to certain partners, thereby placing them at a competitive disadvantage;
4. Making the conclusion of contracts subject to acceptance by the other party of supplementary obligations or conclusion of additional contracts which, by their nature or according to commercial usage have no connection with the subject of the main contract or the performance thereof;
5. Unjustified termination of established long-term trade relations or unjustified refusal to conclude a contract when the possibilities for production or supply are available.

The author endeavours to prove that the elements of infringement are actions of undertakings enjoying monopoly or dominant position, as well as actions of two or more undertakings

enjoying a joint dominant position, that have as their object or effect the prevention, restriction or distortion of competition, and/or impairing consumers' interests.

Some suggestions for improving the legal framework are made.

Key words: Abuse of monopoly or dominant position, prevention, restriction or distortion of competition, impairing consumers' interests, economic relations.

JEL: K21, K23.

Students Loans – Instrument for Facilitate the Access to Higher Education

Nikolay Atanasov, Ph.D.

In this paper N. Atanasov made an attempt to analyze the process of student's credit. Author shows three points of view. The first one is the role of the government, who is warrantor in credit process, creating preconditions for improvement the quality of human capital. The second point of view concerns the banks. The issued student loans are specific bank assets, which promised a yield by given level of risk. The third point of view is presented by student's behavior – the consumers of this type of loans.

Key words: Student's credit, consumer loans, human capital, government warranties, government debt.

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