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Introduction

The current issue (11) of *Labor et Educatio* begins a new decade of publication in a thematic area that has expanded to include a new discipline: management and quality science. For this reason, this issue contains articles that are directly related to its scope with the presented problems.

The articles included in this issue are entirely dedicated to the following topics: management, changes in the labour market and current problems faced by professions belonging to the group of social service professions.

Today's labour market is increasingly characterised by fierce competition, growing consumer demands, political and legal changes and innovations that are transforming the labour market (robots instead of workers). One of the consequences of these changes is the need to adapt the specifics of the organisation's functioning to the management of human resources, motivating the individual employee and the team to work and cooperate effectively. The issue of human resources management is therefore crucial, as it becomes a strategic factor for each organisational unit, influencing its development in a constantly changing socio-economic environment. A prerequisite for effective management is to be able to identify the potential of employees, their well-being at work, personal and professional priorities, long-term and short-term goals, as well as the factors that support and hinder their personal and professional development (and thus the development of the organisation).

This issue of *Labor et Educatio* contains 14 articles in the two sections – *Studies* and *Research* (4 in the former and 10 in the latter), while the section on reviews contains 1 author's text.

Studies opens with two articles that introduce the theme of the issue (both the theoretical discourse part and the empirical research reports). The first is a text by Stefan M. Kwiatkowski entitled *Employees' dilemmas in the contemporary labor market* and the second by Ryszard Gerlach, *The Relevance of the Universal Dimension of Work in Light of Socio-Economic Transformations*. In these articles, the authors raise issues that are extremely important from the perspective of labour market transformations, related to factors that create dilemmas for workers in the labour market, as well as factors that result from socio-economic transformations and affect the perceived dimension and value of work.

These articles provide an excellent starting point for the reflections arising from reading the following article by Remigijus Bubnys, Anna Mróz and Istvan Zsigmond entitled *Critical thinking as a key competence and the factor of self-development of the modern teacher*.

Drawing on an ongoing project, the authors highlight the value of key competences, and critical thinking in particular, for the self-development of an individual in the workplace (they refer to the teaching profession). They point out that this competence is crucial not only for the teachers themselves, but above all for the development of those who interact with them (pupils, parents of pupils, other teachers), as well as for the organisation itself, i.e. the school. A certain link between the value and dilemmas of an employee's functioning on the contemporary labour market is the issue of ethics, which Dariusz Zajac addresses in his article

Ethics of the teaching profession as an ethics of care. The author locates the teacher in the space of the school as an organisation and the relationships between the subjects that are the ethical signposts of their construction, and presents the teaching profession from the perspective of the ethics of care for others, oneself and the world.

The issues of work, management and the dilemmas of the different groups of social service professions appear in the articles of the second part of the journal – *Research*.

The first articles are devoted exclusively to issues of management, including institutions (the article by Jolanta Religa and Anna Wronka, *Management of digitization of educational institutions – improvement model*) and human resources from the perspective of self-knowledge, self-management and self-development (articles by Norbert G. Piłkuła, *Zarządzanie własnymi talentami i*

pasjami przez seniorów zamieszkałych w Kanadzie (Managing one's own talents and passions by seniors living in Canada) and Joanna M. Łukasik, *Managing own development in the experiences of candidates for the teaching profession*). In the articles on self-management of one's own potential and development, the authors show the importance of supporting people (regardless of age, social status, occupation), developing their motivation to change and act, and providing them with tools to discover their own potential, passions and interests for personal, professional and life satisfaction.

The next two articles highlight the difficulties encountered in relationship-based professions. The authors focus on the determinants of anxiety in people entering the labour market (article by Bożena Muchacka and Bogusław Dec, *Determinants of feelings of anxiety in students entering the job market*) and the factors of professional burnout (Katarzyna Nowosad, *Wypalenie zawodowe pracowników socjalnych jako efekt stresu zawodowego (Professional burnout of social workers as an effect of professional stress)*).

The subsequent research articles focus on labour market and employment issues. In the article *Attributions of Educational and Professional Paths: Analyzing Reasons for Adolescent and Young Adults Choices*, Ewa Duda, Aleksandra Tłuściak-Deliowska and Josette Barbara-Cardona focus on the specifics (factors) of young people's choices regarding educational and professional paths. On the other hand, the perspective of young people on professional success in the context of reading their own entrepreneurship was taken up by Liudmyla Bazyl and Valerii Orlov in the article *Perceptions Of Students In Vocational Education And Training About Professional Success In Future Entrepreneurship*. The issue of trade schools was also addressed in the article by Elena Anatolievna Zhizhko, Gali-Aleksandra Beltrán and Martín Beltrán-Saucedo entitled *The Schools of Arts and Crafts of New Spain as predecessors of current technical professional education*, in which they explored it in the perspective of historical time.

The research on the specificity of work in the teaching profession (the context of professionalism of competence, the content of professional roles) is also very interesting. Nijolė Bražienė and Daiva Malinauskienė in their article *Lithuanian Preschool Teachers' Pedagogical Habitus of Reading to Children* focused on professional activities in the field of teaching reading to pupils with different needs in preschool education, while the article *The meaning of symbols in drawings in the context of the military conflict in Ukraine* by Ewelina

J. Konieczna and Viktoriia Kiriakova, based on the analysis of a cultural text, showed the possibilities of its interpretation in terms of information, narration, emotions, interpretation, and symbolic definition of experienced states.

The extremely rich thematic, scientific and research value of the current issue of the journal is complemented by a book review that fits in with the profiles and themes of the journal. I hope that reading the texts included in the 11th issue of *Labor et Educatio* will provide the reader with both knowledge and intellectual inspiration for scientific research, reflection and discussion.

Norbert G. Pikuła
Editor-in-chief