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PREFACE

Dear Readers,

We have the pleasure of presenting to you the next issue of our journal “Research Papers in Economics and Finance” (REF), published by the Faculty of Economics at Poznań University of Economics and Business. Bearing in mind the highest level of our publications, we publish only the manuscripts which have passed at least two reviews under the “peer review” procedure, after initial verification by the Editorial Committee. The articles published within REF are available online in English and through open access. REF is a quarterly journal, with the fourth issue this year containing five papers.

The first paper entitled “*Strategic planning for Sustainable Development from the standpoint of economic security on the example of the railway transport of Ukraine*” focuses on the concept of strategic planning of the sustainable development combining. Authors **Yurii Kharazishvili** and **Andrii Shevchenko** propose the original concept of strategic planning of the sustainable development of the country, regions or other types of economic activity from the standpoint of the economic security. They introduce a definition of the structure of sustainable development which subsequently they apply to identify and estimate the level of sustainable development and the imbalances at the constituent level. As a case study, they discuss the railway transport in Ukraine.

In the second paper “*The outlook for the development of the electric car market in Poland until 2025 compared to the Norwegian market*”, **Piotr Dembiński** discusses the development of electric cars in Poland in comparison to Norway. To determine the possibility of developing and introducing this technology in Poland, the Author applied two measures: Weight Attractiveness Scores and Three-tiers of Noncustomers. According to his analysis, Poland is far away from implementing this technology on a significant level. The analysis shows that national policy is heading in the right direction. However, it is still not sufficient to become a leader, or a significant member, in implementing this technology, compared to Norway. The Author states that even though some electric cars in Poland will grow at a very rapid pace, the dissemination of this product on Polish roads is highly unlikely until 2025. As he concludes, the role of the state in the successful implementation and acceptance of this technology is crucial. Based on the Norwegian case, where the government created a great climate for the development of electric cars, the main recommendation for the Polish government is to offer several facilities and tax breaks.

The aim of the next paper “*Development of the educational environment through the formation of Private Corporate Universities*”, written by **Sergey Kravchenko**, is to analyse experiences of establishing and functioning private corporate universities. They are an important element not only of the educational system but also of the social infrastructure. The Author lists potential benefits of the interactions and co-operation between an individual, a private corporate university and companies in a region. As he outlines, establishing private corporate universities could contribute

to the intensification of the corporate social responsibility practices, which is one of the possible ways to promote the development of an educational environment for life-long education.

Next two papers focus on banking sectors from different perspectives. **Krystyna Nizioł**, in her paper "*The control of the banking sector concentration in Poland – Legal and economic aspects. Selected Issues*", deals with an important economic problem of market monopolisation in the banking sector in Poland. She aims to analyse selected legal and economic issues connected with the control of bank concentration in Poland. In particular, she discusses the methods of measurement and aims of the control of the concentration applied by the Polish antitrust authorities (UOKiK) with respect to the financial regulations. Theoretical and legal discussions are followed by a statistical description of the scale of the concentration in the banking sector. In conclusion, the Author evaluates that the Polish antitrust authority has sufficient legal instruments to control mergers and takeovers which resist the monopolization of the financial market.

Finally, the fifth paper "*Current trends of development of HR Management in the bank sphere of the Russian Federation*", written by **Natalia Vodolazskaya**, focuses on the personnel policy in the bank sector, highlighting its crucial role in the creation of competitive advantage. As she writes "The bank wins and succeeds if it not only is accurately organised, but also has the competent, devoted and disciplined personnel capable of being reconstructed and retrained quickly." She analyses Russian commercial banks and the development of HR management in them. Based on that, she discusses the perspectives of developing highly skilled personnel in banks which could cause higher financial performance.

This issue of Research Papers would not have been possible if it had not been for the support and work of the Authors, Reviewers and others who have been engaged in editing and publishing. We hope published papers will contribute to the discussion on the contemporary economic and financial problems.

Yours faithfully,

Katarzyna Szarzec
– Member of the Editorial Committee