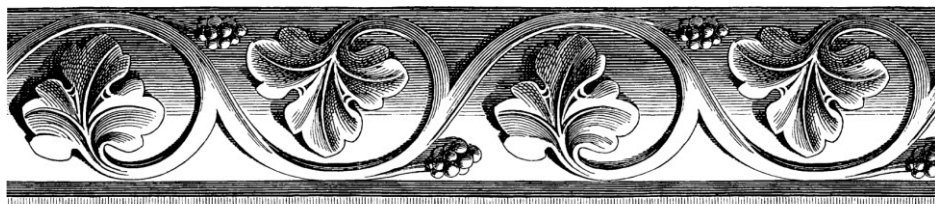


# ANNALES

UNIVERSITATIS MARIAE CURIE-SKŁODOWSKA

## REDAKTORZY NACZELNI SEKCJI

|    |                                  |                          |
|----|----------------------------------|--------------------------|
| A  | MATHEMATICA                      | Stanisław Prus           |
| B  | GEOGRAPHIA,<br>GEOLOGIA ETC.     | Monika Olga Wesołowska   |
| F  | HISTORIA                         | Wiesław Bondyra          |
| FF | PHILOLOGIAE                      | Monika Gabryś-Sławińska  |
| G  | IUS                              | Małgorzata Łuszczynska   |
| H  | OECONOMIA                        | Paweł Mariusz Pasierbiak |
| I  | PHILOSOPHIA<br>– SOCIOLOGIA      | Lesław Hostyński         |
| J  | PAEDAGOGIA<br>– PSYCHOLOGIA      | Ryszard Bera             |
| K  | POLITOLOGIA                      | Maria Marczevska-Rytko   |
| M  | BALCANIENSIS<br>ET CARPATHIENSIS | Krystyna Trembicka       |
| N  | EDUCATIO NOVA                    | Małgorzata Karwatowska   |



# ANNALES

UNIVERSITATIS MARIAE CURIE-SKŁODOWSKA

SECTIO H

## OECONOMIA



VOL. LIX, 2

2025

---

UNIWERSYTET MARII CURIE-SKŁODOWSKIEJ  
ISSN 0459-9586

CHIEF EDITOR  
PAWEŁ MARIUSZ PASIERBIAK

SECRETARY  
ANNA JAŃSKA

SCIENTIFIC BOARD

IHOR ALIEKSIEIEV, „Lviv Polytechnic” National University Institute of Economics and Management, Ukraine  
MILAN ČUPIĆ, University of Kragujevac  
JUDIT CSÁKNÉ FILEP, Budapest Business University, Hungary  
BART DEBICKI, Towson University, USA  
SUSANA AMALIA DE JUANA ESPINOSA, Universidad de Alicante, Spain  
KRZYSZTOF JAJUGA, Wrocław University of Economics, Poland  
TOMASZ MICKIEWICZ, Aston University, United Kingdom  
HELMUT PERNSTEINER, Johannes Kepler University Linz, Austria  
KONGKITI PHUSAVAT, Kasetsart University, Bangkok, Thailand  
HALUK SUMER, Marmara University Faculty of Business Administration  
IGOR TODOROVIC, University of Banja Luka, Bosnia and Herzegovina  
JERZY PIOTR WĘCŁAWSKI, Maria Curie-Skłodowska University, Poland

Thematic Editors

ORHAN CENGİZ (Economy)  
TOMASZ KIJEK (Economy)  
AGNIESZKA KARMAN (Management)  
JINHEE YOO (Management)  
JOLANTA MAŁGORZATA SZOŁNO-KOGUC (Finance)  
MARIUSZ KICIA (Finance)  
FELIZIA ARNI RUDIAWARNI (Finance)  
SILVI ASNA PRESTIANAWATI (Finance)  
REMEDIOS HERNÁNDEZ-LINARES (Entrepreneurship)  
ROBERT ZAJKOWSKI (Entrepreneurship)  
TERESA HANNA BEDNARCZYK (Insurance/Investments)  
BOJAN SRBINOSKI (Insurance/Investments)  
TOMASZ BIAŁOWAŚ (International Economics)  
YOO-DUK KANG (International Economics)  
MARCIN LIPOWSKI (Marketing)  
OLEH KARYY (Marketing)  
ARKADIUSZ KIJEK (Statistical Editor)  
IMRAN ASLAN (Statistical Editor)

The journal is published online  
[www.oeconomia.annales.umcs.pl](http://www.oeconomia.annales.umcs.pl)

The journal is indexed in:

BazEkon, BazHum, Biblioteka Narodowa, CEEOL, CEJSH, CrossRef, DOAJ, EBSCO CEEAS  
ERICH PLUS, FATCAT, Google Scholar, Index Copernicus International - Journal Master List  
Library of Congress, ROAD, Scilit, ZBW/ECONLIT

PROOFREADING IN ENGLISH  
MARTA KASPRZAK

COVER AND TITLE PAGES DESIGN  
JERZY DURAKIEWICZ

TYPESETTING  
MARCIN WACHOWICZ

ISSN 0459-9586

PUBLISHED BY WYDAWNICTWO UNIWERSYTETU MARII CURIE-SKŁODOWSKIEJ  
20-031 Lublin, ul. Idziego Radziszewskiego 11, tel. (81) 537-53-04  
e-mail: [wydawnictwo\\_sekretariat@wydawnictwo.umcs.lublin.pl](mailto:wydawnictwo_sekretariat@wydawnictwo.umcs.lublin.pl) [www.wydawnictwo.umcs.eu](http://www.wydawnictwo.umcs.eu)

Sales Department: tel./faks 81 537-53-02  
Internet Bookstore: [www.wydawnictwo.umcs.eu](http://www.wydawnictwo.umcs.eu)  
e-mail: [wydawnictwo@umcs.eu](mailto:wydawnictwo@umcs.eu)

## *Table of Contents*

|  |     |
|--|-----|
| JACEK ADAMEK, MAŁGORZATA SOLARZ<br>Readiness to Use Artificial Intelligence Technology among HR and Payroll<br>Staff in Poland .....   | 7   |
| KONRAD BIERCEWICZ, KELANYIAGE SHIHAN DILRUK FERNANDO,<br>SANDRA MISIAK-KWIT, MAŁGORZATA WIŚCICKA-FERNANDO<br>Experiences of Companies in Using Smart City Technologies .....   | 23  |
| FELICJAN BYŁOK<br>Examining the Relationships Between Leadership Attributes and Organisational<br>Trust in Companies in Innovative Industries .....  | 39  |
| MARCIN GAJDOS, ARTUR GAJDOS<br>Trends in Logistics – Future Plans .....  | 57  |
| PIOTR MATEUSZ JARECKI, EWA KUCHARSKA-STASIAK<br>The Behavioural Chain in the Real Estate Market and Its Implications for the<br>Concept and Measurement of Value .....   | 73  |
| SYLWESTER KOZAK, AGATA WIERZBOWSKA<br>Did the Legal Form Matter for the Level of Bankruptcy Risk of Agricultural<br>Enterprises During the COVID-19 Pandemic? .....  | 87  |
| ARKADIUSZ KURASZ<br>Directions of Development and Research Gaps in the Prediction of Bank<br>Bankruptcy or Restructuring .....   | 105 |
| RIČARDAS MILERIS<br>Post-Pandemic Business Culture of Rising Prices: The Impact of Inflationary Pricing<br>Decisions on Profit and Purchasing Power .....  | 121 |
| EWELINA NIEDZIELSKA<br>Stock Market Investors' Reactions to the Tone of Press Articles .....   | 143 |
| ANNA NOWAK, ARTUR KRUKOWSKI, MONIKA RÓŻAŃSKA-BOCZULA<br>Comparative Analysis of the Innovation Level of European Union Member States ....  | 161 |
| KATARZYNA OSIECKA-BRZESKA, JOANNA PRÓCHNIAK, JOANNA CZEREPKO<br>The Circular Economy Principles: A Theoretical and Definitional Exploration<br>within the European Union Framework .....   | 183 |
| OLGA SMALEJ-KOŁODZIEJ, KALINA GRZESIUK, KAMIL FILIPEK,<br>MONIKA JAKUBIAK, ARLETA KĘDRA, RADOSŁAW MAĆCIK,<br>BARTOSZ SOBOTKA, ANNA TATARCZAK<br>Future Competencies: Employers' Insights on Economics Graduates<br>from the Lublin Voivodeship ..... | 202 |