

Juraj Tej, Viktória Ali Taha

Základy krízového manažmentu a manažmentu zmien

(Crisis Management Theory and Management of Changes)

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The publication is devoted to the topic of crisis management and the management of changes. The authors devote their professional lives and the whole research to the field of management. Associate professor Juraj Tej, PhD. And Ing. Viktória Ali Taha, PhD represent the Presov University, Faculty of Management. This publication seems to continuously follow the context of previous book of the authors called the Risk Management Basis. The publishing of the book was agreed by the Board of Editors of the faculty, so it may be presented as the study material for the students.

The topic is very actual and never old fashioned. The era we live is related to the terms of crisis, risk, changes and development. Any risk unsolved might lead to a crisis that is where the whole danger of ignorance lies. The crisis might involve any subject, an individual, a company, a market, a nation. Therefore the crisis management has become a popular theme of many professional discussions in the field of psychology, sociology, economy, politics and political sciences, etc.

The whole text is devoted to the three main chapters. The authors have made the prologue to introduce the textbook. It is necessary to understand that the reviewed material aims to be a textbook, not a monograph or any other professional publication, thought it surely exceeds that goal. The first chapter is titled Crisis and Crisis Management. The reader is introduced to the topic through the basic terminology and he or she is also lead to understanding of the more difficult issues. The authors try to introduce the crisis risk within the international context as well as they try to present the public opinion of crisis and the level of preparation of the inhabitants. This part is quite interesting for the real legal position of crisis planning within the city units of Slovakia would be outlined and solved (based on the research and experience of the authors). The second chapter is devoted to the organization changes and change management. The easy start of the chapter is defined by the introduction of classic and modern change perception, the classification of changes and potential reaction to a change in a company. The whole terminology is described very easily to understand and strictly in an education way. The chapter is filled by variety of schemes and schedules for better interpretation and understanding of a reader. I consider the chapter 2.6.1 to be important to a reader so he or she might find out the way of turning the process of change negotiation

into the status of the change acceptance. The process of communication is truly of great importance at this time – as stated in the chapter 2.6.3. The most common mistakes and limitations in the change management process would be shortly summarized in the chapter 2.8.3. I would kindly suggest this chapter to be more detailed, though of course I respect the authors decision. Especially the last part of the chapter deserves a special attention – the authors present eight basic mistakes (due Kotter, 2015). This theory of eight steps model is world known and respected, so it is an honour and duty to mention it in such a publication. The third main chapter of the book is called the Case Studies and the national and worldwide known case studies on management of change and crisis are presented and described from the point of the real solution. All the studies mentioned are linked to actual website and legislative sources, which enables the reader – the student to work on their solving himself. Trying to inter-link the material to the praxis, the authors work with the case studies to show the possible procedures applicable for the future crisis of parallel character.

The whole text is closed by the list of literature used to present the theoretical and practical access to a student working with the book. It is truly worth noticing, that the amount of literature sources exceeds the common range used in publications of that kind.

Ivana Butoracová Šindleryová

PhD. in Economics, Associate Professor
University of Ss. Cyril and Methodius in Trnava
Faculty of Social Sciences UCM v Trnave
Bučianska 4/A, 917 01 Trnava
ivanasindleryova@ucm.sk