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## NEPOTISM IN THE ECONOMY

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Nepotism, or cronyism, is the practice of giving preference to family members or close friends, especially in matters such as appointments, promotions, and hiring decisions. The concept of nepotism includes not only appointments and promotions, but also other forms of privilege, such as reduced waiting times for a job or access to certain resources within an organization. The practice has been around for centuries and is observed across cultures and countries.

Statistics on nepotism conducted in the USA, UK and Australia show that 70.2% of people got a contact, interview, or job through a personal connection. While 91.3% would accept their dream job if there was a personal connection, 90.6% believe that direct hiring without an interview is ethically wrong. 76.6% of respondents believe that more regulations are needed to control nepotism. Also 66.9% believe that nepotism is becoming more common. Among respondents, 71.6% noted that helping friends get a job complicates personal relationships. Most people suggest that connections are more important than skills when looking for a job (53.6% vs. 46.4%)

Nepotism can occur in a variety of forms and contexts. In the corporate sector, it can involve appointing family members to high-level positions without competition. Such appointments are most common in large companies, where relatives may hold key positions, exposing the organization to conflicts of interest. In the public sector, nepotism can take even more visible forms. Political leaders sometimes appoint their friends and relatives to important government positions, which can cause public resentment, especially if these people do not have the necessary competencies to carry out their duties effectively.

The main problem with nepotism is that people who have achieved high positions through connections are often unable to lead or manage effectively. Often, they do not even want to do so. Consequently, companies or government agencies may face significant losses in profits and reputation due to mismanagement of resources. In addition, nepotism exacerbates unfair competition and corruption, which negatively affects the image of the organization. To make real progress in reducing nepotism, effective policies need to be developed and implemented, as well as public awareness of its effects. This will help establish more transparent and fair practices in the workplace, thereby increasing overall trust and productivity in organizations. Of course, getting rid of nepotism once and for all is impossible, because the problems it creates directly stem from our human nature. But in order to solve this problem, people need to make decisions from different angles. There must be serious demands from the government or any other organizations on the allocation of financial and human resources, as well as the placement of certain people in high positions. From the ordinary people, questions must be raised about the quality and fairness of the actions of certain leaders. In conclusion, we can say that leaders must monitor their employees, and citizens must not remain silent.

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### **BIOLOGISCH ABBAUBARE KUNSTSTOFFE IN DER VERPACKUNGSPRODUKTION**

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In der letzten Zeit wurden umweltfreundliche Alternativen zu herkömmlichen Kunststoffmaterialien aktiv entwickelt. Weil herkömmliche