

JOURNAL
OF
HRM
HUMAN
RESOURCE
MANAGEMENT

Volume XX, 2/2017



COMENIUS UNIVERSITY IN BRATISLAVA
FACULTY OF MANAGEMENT



Editor-in-Chief:

LUBICA BAJZIKOVA,
Comenius University in Bratislava,
Slovak Republic

Executive Editor:

ANNA LASAKOVA
Comenius University in Bratislava
Slovak Republic

Editorial Board:

JIRI BLAHA
Technical University of Ostrava
Czech Republic

DOINA CATANA
Technical University of Cluj-Napoca
Romania

ZUZANA DVORAKOVA
University of Economics, Prague
Czech Republic

LJUPCO EFTIMOV
Ss. Cyril and Methodius University in Skopje
Republic of Macedonia

MARTINA GIANECCHINI
University of Padova
Italy

SRECKO GOIC
University of Split
Croatia

JOEL MENDOZA GOMEZ
Universidad Autonoma de Nuevo Leon
Mexico

GABRIELA KRAVCAKOVA
Pavol Jozef Safarik University in Kosice
Slovak Republic

EVELYNE LEONARD
Universite Catholique de Louvain
Belgium

ARUN PRASAD
Institute of Management Technology Dubai
United Arab Emirates

JAN RUDY
Comenius University in Bratislava
Slovak Republic

HELENA SAJGALIKOVA
University of Economics in Bratislava
Slovak Republic

HAKAN SEZEREL
Anadolu University
Turkey

AGNES SLAVIC
University of Novi Sad
Serbia

KATARINA STACHOVA
School of Economics and Management of Public
Administration in Bratislava
Slovak Republic

PATRICK WRIGHT
University of South Carolina
USA

HAIYAN ZHANG
University of Antwerpen
Belgium

NADA ZUPAN
University of Ljubljana
Slovenia

Graphic Design:

MICHAELA POLAKOVA
Comenius University in Bratislava
Slovak Republic

Publishing House:

Comenius University in Bratislava
Faculty of Management
Odbojarov 10, P. O. BOX 95
820 05 Bratislava 25, Slovak Republic
Phone: 00421 (2) 50 117 508
Fax: 00421 (2) 50 117 527
Web: <http://www.jhrm.eu>
ISSN 2453-7683

Copyright ©

The scientific Journal of Human Resource Management. All papers are double-blind peer-reviewed.

Research Databases

Articles from Journal of HRM are discoverable through EBSCOhost research databases.

Journal of HRM is listed in Ulrichsweb and Ulrich's Periodicals Directory.

Articles in Journal of HRM searchable via EconBiz.

Journal of HRM is included in the European Reference Index for the Humanities and the Social Sciences (ERIH PLUS) database.

Articles in Journal of HRM are listed in Central and Eastern European Online Library.

Journal of HRM is indexed in Directory of Open Access Journals.

Articles published in Journal of HRM are searchable in Google Scholar.

EMPLOYEES OLDER THAN 50 ON CROATIAN LABOUR MARKET – NEED FOR A NEW APPROACH <i>Srećko Goić</i>	1
HIGH PERFORMANCE WORK PRACTICES IN ALBANIA <i>Peter Nientied, Dritan Shutina</i>	12
EMPLOYEE ENGAGEMENT IN DISCUSSION: GOALS, PERSPECTIVES AND RECOMMENDATIONS <i>Debora Jeske, Maura Sheehan, Carol Linehan, Michael Moran</i>	21
THE IMPACT OF PSYCHOLOGICAL CONTRACT ON ORGANISATIONAL COMMITMENT: A STUDY ON PUBLIC SECTOR OF MALDIVES <i>Zubair Hassan, Arshida Abdul-Rahman, Abdul Basit</i>	30
EASTERN AND WESTERN HAPPINESS IN WORK BEHAVIOR <i>Jaroslava Kubátová</i>	41
WORKPLACE SPIRITUALITY AND ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AMONG NIGERIAN ACADEMICS: THE MEDIATING ROLE OF NORMATIVE ORGANIZATIONAL COMMITMENT <i>Kabiru Ishola Genty, Tinuke M. Fapohunda, Foluso Ilesanmi Jayeoba, Rasheed Olawale Azeez</i>	48
HOW CAN AN UNDERSTANDING OF LEARNING THEORIES BE USED IN THE DESIGN OF TRAINING? A CRITICAL EVALUATION <i>Marius Sebastian Rucker</i>	63