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**STUDIJŲ ORGANIZAVIMAS AUKŠTOJO MOKSLO SRITYJE: KOKYBĖS
VERTINIMAS SOCIALINIŲ MOKSLŲ FAKULTETE**

*Renata Bilbokaitė
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Santrauka

Aukštojo mokslo kokybė yra vienas iš svarbiausių tyrimo arealų. Kokybės tikrinimas ir užtikrinimas yra skatinamas Europos politikos, todėl būtina kurti instrumentus, padėsiančius palaikyti kokybę universitetuose ir kolegijose. Šiame straipsnyje pasirinktas kokybės rodiklis – studijų organizavimo veiksniai. Kokybė yra vienas iš svarbiausių indikatorių, kuris atskleidžia organizacijos privalumus kasdienėje veikloje. Post modernus pasaulis atvėrė galimybes studijuoti ir tapti gerai išsilavinusiu asmeniu Europoje. Teorinės koncepcijos reikalauja, kad studentai būtų informuojami apie tolesnes studijas ir jų baigimo galimybes. Svarbu išsiaiškinti, ar jie gauna atitinkamą pagalbą šiais kausimais.

Keliamas probleminis klausimas – kokia yra studijų organizavimo kokybė Socialinių mokslų fakultete? Šiuo tyrimu norima atskleisti plataus masto tyrimo duomenis, kurie reprezentuoja tik vieno fakulteto kokybės vertinimo rezultatus. Tyrime atskleidžiama studentų nuomonė. Tyrimo instrumentas sukurtas ir aprobuotas žvalgomaisiais tyrimais kokybės valdymo grupės darbuotojų Šiaulių universitete. Tyrimų pagrindu skelbiamos kasmetinės kokybės tikrinimo ataskaitos.

Tyrimo duomenys rodo, kad studijų organizavimo kokybė studentų vertinama vidutiniškai. Antrakursių nuomonė, kad fakultete jie yra informuojami apie studijų tęsimo galimybes, statistiškai reikšmingai didesnė nei paskutiniame kurse studijuojančiųjų. Tas pats skirtumas pastebėtas ir apie aiškios egzaminų ir baigiamojo darbo tvarkos žinojimą. Pagalbos ir paramos kokybė buvo žemesnė. Antrakursiai labiau nei trečiakursiai ir ketvirtakursiai patenkinti sudarytu paskaitų tvarkaraščiu. Taip pat antrakursiai dažniau mano, kad administracija remia studentų neformalią veiklą. Paskolų skirstymo tvarka laikoma sąžininga ir pozityviausiai vertinama antrakursių.

Raktiniai žodžiai: *kokybė, aukštasis mokslas, organizacija*

SOCIAL ROLES OF SPORTS PUPILS AND THEIR EXPRESSION IN SCHOOL SOCIETY

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Summary

The research was based on the scientists' propositions that sports activity involves the development of main and all most actual areas for people's life and its results most fall reflect in school society, which must coordinate not only the educational but also the planning for social life functions. That is why the variety of social roles in school society of the 5th – 8th formers who take part in sports and singularity of performance became the object of research.

The aim of the research is to find out the social roles of sports pupils, to recognize the characteristics which specify them and determinates for performing these roles. The methodology of this research is based on the attitude of humanistic development, the perspective of social learning and holistic attitude to personality. First of all was made a generalization of theoretical scientists, who analyses the social roles of sports pupils, general their feeling, social status and it become the basis for the instrument of the research, it become the basis for making the questionnaire.

On the ground of research, one can say that negative, with low social status and with the problems of adaptation social roles are rarely referred to sports pupils. Sports pupils are minded to keep themselves as merry-makers, "Clowns" who create a merry atmosphere in the classroom. The other social roles of sports pupils are referred with such qualities as activity, energy, seeking to be in the focus of attention. The attitude of school society and class collective has a lot of influence for the evaluation of sports pupils. That is why social skills and ability to fulfill all the requirements of the environment of sports pupils are evaluated positively.

LEGAL REGULATION OF THE INDIVIDUALS' RIGHTS TO DAMAGES IN SEEKING FOR THE JUDICIAL REDRESS IN THE EU COMPETITION LAW

Rūta Bulkaitė

Summary

Ubi ius, ubi remedium principle applies, which means that the suffered loss made by the infringement should be covered. There is no doubt that claiming for damages is

increasingly becoming an important issue for the victims of Competition law infringements. Prima facie, the ECJ case law and the principles of EC law have paved the way for the private enforcement systems, however the domestic courts are still applying the national liability rules. The disparities between national and Community systems of private enforcement require some additional changes at EU level.

This significance induced the Commission to take the first steps in encouraging the consumers to claim for compensation. The discussion and proposals were supplied after the issuance of the Green Paper and the White Paper and their leading documents.

The main hindrances to seek compensation are related with the substantial problems such as calculation of harm and damages. The problem is that counting the non-material part of the detriment impedes the percept of the recoverable damage of the claim. The other deterrent factors are related with the procedural litigation rules, such as difficulties to prove the suffered harm.

The other problem is related with the collective redress, because the consumers suffer from the national laws, which restrict their rights to be represented in the proceedings. Although some Member states allow these actions, the possibility to seek damages is quite limited. That leaves a loophole for the infringers to avoid liability.

The paucity of the regulating acts at Community level caused impendence of forum shopping and discouraged some of the victims from claiming damages. Lawyers and scientists opinions' vary from simply waiting for the natural development to the harmonization of the private enforcement. Nevertheless, the Commission has chosen the Directive and the proposal of it is circulating. Hopefully, if the new legal act will be adopted, the situation will change sooner.

MANAGEMENT OF BUILDING WASTE TREATMENT SYSTEM OF THE REPUBLIC OF LITHUANIA

Laima Grigaitytė

Summary

Reduction and prevention of BDW is one of the most important goals of waste treatment. As the main means for reduction of the waste amounts, is information and education of society. Presentation and propagation of such information should be imagined and perceived not like onetime political action, but rather as thoroughly prepared program of activity. The basic obstacles of active participation of society in environment protection are related with its consciousness, concernment and capability to participate. In presence of such obstacles, BDW are still shot in the outskirts, woods, but not in the special place. The society is also averse to sort the waste on purpose of reprocess or its usage otherwise.

On the grounds of the comparative analysis of the documents of various levels on harmonious development, the legal acts of European Union regulating waste treatment and

the corresponding legal acts of the Republic of Lithuania, it is possible to state that the most important strategical principles of harmonious development and EU waste treatment were conveyed in to the legal acts of the Republic of Lithuania regulating the waste treatment. When creating the system of building and destruction waste (further herein – BDW) treatment, the general principles and priorities of waste treatment policy, which have to guarantee harmonious development and concurrently to replace the present models of building material production, usage and behaviour, are implemented.

In rapid change of economical situation, Lithuania falls behind to conform to the mechanism of building and control, which regulates amounts and reprocess of BDW. Upon the analysis of the peculiarities of LR BDW treatment system, it is possible to state that: LR BDW treatment system does not provide for the favourable conditions for qualitative assortment of BDW for building and destruction companies; In the system, which is under creation presently, the carriers gather the BDA by means of itinerancy. In this way, the carriers do not provide the qualitative services as the waste is not transported under concerted schedules of waste transportation. Due to the poor work of carriers, a part of citizenry refuses to sort waste and frequently throw BDW to the containers of communal waste. LR has no defined the obligatory amount of BDW, which has to be gathered, thus more plentiful collection of BDW is not promoted.

LONG-TERM HOLIDAY PRODUCT (TIMESHARE): DEVELOPMENT, ESSENCE AND SYSTEM

*Aušra Jarmantavičiūtė
Linas Žalys
Irina Žalienė*

Summary

Although timeshare industry is quite old (over 30 years old) and it is said that timeshare has been developing much faster than the whole tourism sector; however, it is not narrowly explained and discussed in Lithuania. There is a lack of science-based work and research works about this long-term holiday product. Accordingly, the aim of this article is to describe the long-term holiday product. In other words, it describes timeshare. That is generally defined as a purchase of real estate for a period of time.

The article examines long-term holiday product – *timeshare*, by giving the real-life facts of it. In order to show the best features of this long-term holiday product, there is properly explained timeshare system and the main system elements are described (such as: *timeshare resort developers; promotion, marketing and sales work; resort management and administration; timeshare owners; exchange companies; resale organizations*). Besides the timeshare systems there is the explanation how *timeshare* has come into the world. According to USA and Europe experience the authors of this article give the arguments in order to prove the benefit of *timeshare*.

It should be said that the evolution of the timeshare industry has opened up the different possibilities for the buyers (potential owners). The timeshare has become more flexible for buyers. There are more offers for consumers. There are many different timeshare options: fixed unit/float interval, float unit/fixed interval, fixed unit/float season, float unit/float season, points. Consumers can feel unforced because there is a “cooling-off” period which let them to change their mind about purchasing timeshare.

The article is ended by the conclusions.

COMPETENCES OF EMPLOYEES OF FOOD MANAGEMENT COMPANIES THAT ASSURE FOOD SAFETY

Reda Jonaitiene

Summary

Because the education level of the society raises, consumers require more qualified services, that's why it is relevant that employees have more knowledge in various fields and would be able to act appropriate in various situations. The demand for specialized knowledge and skills is increasing, because various specialists have to acquire increasing information amount and new technologies, especially in food management field. Currently in the world and in the European Union increases the concern about food nourishment value, food quality falsification, additional substances that get into food, and in general food quality. Dioxin in Mozzarella cheese or aflatoxins in nuts make the society anxious whether the food that we eat is really safe and healthy. Although in general the situation in food safety management and security field is getting better, food poisoning, infectious disease of food nature are quite frequent phenomena in our country. The reason for that is inappropriate and unsafe food preparation, storage, transportation, and selling that are partially influenced by unqualified employees of food management companies. In 2009 the biggest part of The State Food and Veterinary Service noticed violations in food management companies was influenced by a human factor, i.e. mistakes of personnel or incompetence. Territories and premises of food management companies are not maintained well, they are not protected from rodents and insects, food is not protected from poisoning, the cleaning of premises is not performed in a qualitative way and this is just some of the violations that are influenced by unqualified work of personnel. Hence, according to the results of The State Food and Veterinary Service research, sanitary and hygiene requirements for food management subjects, one can state that the most important competences of employees of food management companies are the following: ability to choose reliable providers of goods and raw materials, knowing the temperature of storage of perishable products, knowing how to apply in practice the principles of products position, knowing food marking requirements, being able to fill in necessary records, knowing essential hygiene requirements and being able to apply them in everyday work. Although for different type of employees of different food management companies

(production, processing, and transportation) there might be applied specific requirements characteristic to a specific branch, however, essential competence of all food management companies employees is to clearly understand legal acts that regulate food safety and to be able to apply them in practice. The best safety and quality preservation systems will not give good results, if production and selling process is not based on meeting of sanitary and hygiene requirements, organization of appropriate processes and their supervision. However, this can be implemented just by high qualification employees of all chains.

OVERVIEW OF THE CONNECTION BETWEEN TYPES OF TRAVELERS AND TRAVELING MOTIVES

Kristina Kigaitė

Summary

There is a great interest in the motives and types of tourists in the field of tourism. Travelers' types, wishes and needs as well as traveling motives have been researched by scientists for decades. Scientists H. P. Gray (1970), S. C. Plog (1974, 1991), E. Cohen (1980), N. Graburn (1983), N. Leiper (1984), V. Smith (1989), N. P. Nickerson ir G. D. Ellis (1991), L. J. Crompton (1992) have made a great contribution to this field of research.

Tourists all over the world seek for new experiences in their journeys rather than just for a product of tourism. On the basis of human needs and their psychological classification, members of tourism business organize various routes which would satisfy the requests of the most fastidious whimsical tourist. The countries that meet the needs of their visitors will be the leaders of the market.

The aim of the research is to review the traveling motives given by various foreign authors while focusing on the connection to the types of travelers.

A traveler as a personality is a complicated subject and it is not easy to foresee his behavior. The behavior of the traveler is influenced not only by his human needs and wishes, but also by his personal physical and psychological features, attitudes, hobbies, profession, education and other social factors. The behavior of the traveler as a human and as a personality is always motivated. This is best described by the functional scheme of the travel: a need to travel – decision making – travel – evaluation of the travel. The main incentive to travel a person gets from his motivation as a personality which acts in the first functional stage of the travel.

All traveling motives can be divided into 5 groups according to their united features: physical, cultural, personal/psychological, prestigious and commercial. Many scientists as well as specialists working in the field of tourism and leisure planning state that mostly travelers seek for peaceful environment to replace the usual, tense and everyday environment.

Not all motives are equally important to every traveler. Even people that have chosen the same travel give different factors influencing their decision because of their personality differences. It's possible to extinguish various simultaneously existing goals of the travel

with different priorities for the same traveler. Therefore, it can be stated that the motives of the travel, the type of the traveler and the goals of the travel are strongly related.

THE IMPACT OF SOCIAL CHANGES ON THE VARIETY OF LIFESTYLE: THE CASE STUDY OF RURAL AREAS OF THE NORTH LITHUANIA

Daiva Kirvelienė

Summary

The process of globalization, fostered by various economic, political, social, technological and other changes, reflects in social life by the growing level of intensiveness of mutual links and relations, interdependence, mobility and the transformation of traditional lifestyle.

The processes of globalization are universal, so these changes have also affected rural areas in Lithuania. It is worth to mention that wide range social and economic changes, emerging in the context of globalization, are the challenge for the countryside, which used to play the role of “preserver of the traditions”. Global changes demand timely and effective local response, which leads to adaptation and the transformation of traditional lifestyle. If we approach rural areas as only cultivators of agricultural sector, the potential progress is more than limited. Rural areas, as an integral part of the state, should react to the global changes by reorientating its activities towards non-agrarian sectors, creating viable working places for young, active, educated people, exploring relative advantages of the environment of rural areas.

The research, presented in this paper, aims to answer the question, is there a direct link between living place (the rural areas in North Lithuania) and the lifestyle of the inhabitants. In other words, are the inhabitants still faithful to the “traditional” rural lifestyle. The quantitative research was carried on in Spring 2010 in the rural areas (countryside) of Šiauliai district (North Lithuania). The questionnaire consisted of 21 closed-type and four open questions, 164 respondents from the target areas participated in the research. The data of the quantitative research were processed, using graphical, descriptive and case-study analysis.

The results of the research disclosed two-folded tendency. On the one hand, the life in rural areas becomes less and less dependent on the “traditional” rural lifestyle: by the type of occupation, the share of “servants” among rural inhabitants is growing, the level of migration is increasing, the inhabitants of the rural areas become more dependent on the services. Nevertheless, on the other hand, majority of the rural inhabitants are mainly the “users” of the “products of globalization”: they accept “the rules of the new game”, but somehow fail to get “fully involved in this new game”. This failure determines relatively

slow development of services and alternative activities inside the countryside, the preference for traditional way of free time.

This kind of “partial” transformation of rural areas in North Lithuania could be explained by several reasons. First, the remainings of socialistic identity and mentality is the main obstacle for market and competition-oriented perception. Second, the experience of painful post-soviet transformation in the countryside is still causing the fear of taking risk. And finally, the circles of socialization, despite pervasive globalization, remains closed among like-minded people. So the potential for the flow of new ideas is relatively low.

The success of full transformation of the rural areas is of vital importance for the countryside itself, as far as for the whole state. Firstly, “changes-friendly”, proactive inhabitants of rural areas are the base for the successful of the national and supranational policies. Moreover, timely adaptation to global changes would empower the countryside to avoid major socioeconomic threats and to improve the quality of the living conditions in the rural areas.

METHODOLOGY OF SOCIOLOGICAL RESEARCH: THE REVIEW OF SCIENTIFIC LITERATURE

Irena Luobikienė

Summary

The article presents an overview of sociological research methodology development and its discussion. The analysis is based on literature sources (teaching literature, scientific articles, conference proceedings). The main research question is – whether the sociological research methodology level and dissemination of knowledge about it is adequate to needs of students and younger researchers?

The research object – scientific articles and teaching literature of sociological research methodology issues.

This article does not aggregate sociological research methodology analysis. The main objective – to discuss the features of sociological research methodology development.

The research goals are:

To analyze selected teaching literature and scientific articles and discuss reflected in them sociological research methodology development features.

To highlight the main discussion directions for improving research methodology and the competences of the younger investigators.

Used research method – review of teaching and scientific literature. Reviewing those literature sources, has been discussed the sociological research methodology development and improvement.

The two sociological research methodology development stages have been pointed out: the dominant quantitative, special representative of this approach J. Leonavičius, and the second one, integrating quantitative – qualitative research methodology approaches. Nowadays we can find applications of dominant qualitative research methodology approach (especially in doctoral dissertations).

J. Leonavičius methodological perspective based on quantitative research design, rigorous research program, sampling, survey data collection method using closed-type questionnaire, on results generalization and so on.

The second phase of sociological research methodology development might be related to the scientific activities and international mobility of younger sociologists. Thanks them in the Lithuanian scientific journals has been discussed such qualitative research strategies and methods as critical discourse analysis, grounded theory, narrative and others.

New theoretical and empirical findings of sociological research methodology were based on interdisciplinary discourse. Theoretical insights of this article would help to highlight the need of continuous scientific debate on the sociological research methodology, to analyze and systematize the achievements and to reflect existing problems. Also it would help students and novice researchers to acquire the methodological competencies of sociological research.

Keywords: *methodology of sociological research, the development features, directions of discussions.*

CONTRACT INSTITUTE IN CIVIL LAW: HISTORICAL-THEORETICAL RESEARCH

Rolandas Medžiūnas

Summary

Contract is an ideal and active form of civil circulation of subjects. It is important to note that despite changes of a contract social-economic content, on the basis of judicial technique the construction of a contract did not change so much since Roman law times. The quantity of legal norms regulating contractual legal relations increased basically reconstructing and transforming already existing elements into new combinations. Yet, an old Roman law point of view towards *contractus* allows taking three aspects into

consideration: as a basis of legal relation origin (change or termination); as a legal relation itself; as a form that a legal relation assumes.

A contract is a central and the most important institute of a civil law. It is used to express the most different property-related and non-property needs of individuals. The field and possibilities of a contract usage grant this legal construction the main role to convey the spirit of private law. In this case, a contract becomes the expression of independence and initiative of civil circulation subjects and at the same time the expression of legal regulation freedom. The strengths of this legal form are revealed in its universality, simplicity and flexibility.

ROLE OF INTERNET SOCIAL NETWORKS: INFLUENCE OVER YOUTH'S COMMUNICATION IN REAL ENVIRONMENT

Jūratė Petraitytė

Summary

Social networks provide a wide range of activities in abundant supply. There can be distinguished Lithuanian and international world-wide social networks, with the numbers of registered active users from several thousand to millions. Lithuania's most popular social networks are *one.lt*, *klase.lt*, *draugas.lt*, *frype.lt*. International networks in which the number of active users is growing every day are *facebook.com*, *myspace.com*, *netlog.com*, *linkedin.com*, *tagged.com*, *hi5.com* and others.

This research problem presented in the article – how social network affect the communication of youth in the real world? The study had to find out – what effects social networks have on the communication of the young people in the real world environments. For quantitative study a written questionnaire was chosen, where there were questions that showed the need of young people to use social networks. The study involved 60 respondents - 1-3 year students.

The study aims to identify young people need to use social networks. Young people increasingly spend more time on internet. The need to communicate in articulating the desires, joys and concerns to encourages more young people to join social networks. Respondents' answers to questions about the activities of social networking needs, their impact and consequences caused by the confirmed these patterns.

Young people feel the need for regular visits to social networks, interaction with friends, exchange of knowledge and other information. In this way the communication in natural environments which promotes the confidence and sincerity in dealing with friends and family is being lost.

It has been determined that time devoted to communication in natural environment is deprived by virtual communication. It has been found that communication is the main youth's motivation for connection to social networks when communicating, sharing knowledge with friends or engaging in some kind of other activity. Internet anonymity distorts social identification of persons lacking personal self-perception and accordingly does not provide satisfaction with activity on internet social networks. Youth perceives that too much time spent in the Internet space influences their formation of personalities in a rather negative way. Communication in social networks space is significant for youth; however, it induces rare communication with friends sharing one's joy and personal experiences in natural environment.

ASSUMPTIONS OF QUALITY IMPROVEMENT IN THE COSMETOLOGY STUDY PROGRAMME FROM THE ASPECT OF THE PROGRAMME NEED

*Gitana Tauraitė-Janušauskienė
Daiva Uselienė*

Summary

Quality is a base of European Higher Education plane which is being created. Therefore, the target of quality improvement raises a particularly relevant question of practical quality improvement implementation in cosmetology study programme. The aim of the research is to determine the possibilities of quality improvement for cosmetology study programme from the aspect of its need.

In the first part of the article the assessment fields of 'Tuning' project study programmes are discussed. A selected aspect of the programme type is compared with "Methodics references for study programme assessment" carried out by Lithuanian Study Programmes Quality Assessment Centre (LSPQAC), the need of the programme, its purpose and objectives of the assessment. Consequently, the possibilities of cosmetology study programme improvement are determined by the aspect of the programme need. The attitude is held in the article that the need has to be based on the interests of purposive groups and investigated by both quantitative and qualitative indexes.

In the second part of the article the methods of research and the results of pilot research are presented. The aim of this research was to find out the need of cosmetology study programme from the point of view of purposive groups - employers and graduates. The relevant general and professional comp not only on existing but also etences, their significance and development level are identified in the cosmetology services market. Applying Martilla and James diagram, the strongest and the w lies on the eakest points of the cosmetology study programme are revealed, the competences are ascertained, to the development of which great attention should be paid. The received results allow to provide

for the possibilities of the programme improvement, adjusting the rendered education services with the changing demands of labour market.

The results of research proved the attitude of Cosmetologist Training standard that, in addition to professional competences, such competences as creativeness, the ability to make decisions self-sufficiently should be developed. Specific priorities provided in labour market are revealed: the ability to be responsible, motivated, the ability to counsel, to study continuously, to solve problems, to adapt and work in a team and etc. By the way computer skills seemed not so important in professional activities both for employers and graduates. As the specialist of cosmetology sometimes start establishing their own small and medium business, the study programme should also include entrepreneurship development. Professional competences indicated in the standard of cosmetologist are relevant in the market. But such competences as performing the cosmetics procedures at client's home, selecting materials and aids for the performance of cosmetics procedures, making long-term mobile cosmetics services programme and its performance, ensuring safe and qualitative performance of the procedures in non-designated areas are evaluated as not significant.

So, the study programme has to be based not only on existing, but also on foreseen interests and needs of purposeful groups related to specific professional and social context. As the greatest responsibility for the study programme quality lies on the lecturers, the qualification training plan and means should be foreseen. A special attention should be paid not only for acquiring professional knowledge and work practice, but also for teaching methods. In addition, the appropriate quality management at institutional management is necessary to ensure the quality of study programme.

PECULIARITIES OF AGRESSION EXPRESSION FORMS OF ATHLETES AND NON-ATHLETES ADOLESCENT

*Ilona Tilindienė
Irena Valantinienė
Tomas Stupuris
Irma Vasyliūtė*

Summary

Regarding to social interest aggression among recent research problems should be treat as a biggest alert for human nature on current circumstances according to K. Lorenzo (2001) (quote from Viliūnas, 2008). Many children behave aggressively at home and education institutions as well (Braslauskienė, Jonutytė, 2005).

Scientific data reveals that aggression at school plays important role in youth development and their achievements (Goldstein at al., 2008; Norgėlienė, Grigienė, 2008). Aggressive behavior of a child at education institutions is not recently emerged problem

but in hodiernal society it gains unspeakable magnitude and variety of forms (Braslauskienė, Jonutytė, 2005).

According to previous research 6 percent of children has subsistent aggressiveness as substantial behavioral disorder (Žukauskienė, 2006). According to data of an international research (which where performed by World Wellness organization quote from Barkauskaitė, Žadeikaitė, 2006), there could be stated that sneering among pupils is not only outspread but also become epidemic problem involving more and more teenagers.

Object of the research: peculiarities of aggression forms.

Aim of the research: to detect peculiarities of aggression forms of athletes, non-athletes adolescent.

Methods of the research – analysis of literary sources, questionnaire, statistic analysis. The adolescent' given A. Bass – Darki questionnaire (Armalas, 2007). SPSS was used to process the data. Compared groups samples were choosen according to W. C. VanVoorhis and L. B. Morgan (2001) statistical research regulations. For the analysis of relation between variables we used nonparametrical statistics associational analyze χ^2 method. Because during associative analyze χ^2 were used collective variables, which have many coincide values. Difference were statistically reliable, when error is more than 5 percent ($p < 0,05$). Gender and sport feature in the research are named as independent variables. *Empirical base of the research* – in the interview, which was carried out in the years 2009 and 2010, participated 378 (180 girls, 198 boys; 206 non-athletes and 172 athletes) 11—15 years athletes and non-athletes adolescent from various Lithuanian secondary schools.

Goals of the research:

1. To detect the expression of aggression forms according to gender.
2. To determine the expression of aggression forms of athletes and non-athletes adolescent.

Conclusions:

1. Comparison of expression of aggression forms according to gender showed that strong expression of physical aggression is more common to boys than to girls ($p < 0,01$). Girls tend to be more suspicious ($p < 0,05$), indirect aggression ($p < 0,05$) and irritated ($p < 0,05$) stronger than boys. Another aggression forms between girls and boys statistically did not differ significantly ($p > 0,05$).

2. Expression of aggression forms is seen to be bigger irritated among athletes and non-athletes distinction of indirect aggression ($p < 0,05$). Though the results statistically did not differ significantly ($p > 0,05$).

Key words: *adolescent, aggression, athletes, non-athletes.*

THEORETICAL ASPECTS OF COSMETIC MEANS IN THE PROCESS OF DEHYDRATED SKIN CARE

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Summary

The aim of this research is to explore the impact of cosmetic means and methods on dehydrated skincare. The main objectives were raised as well: to substantiate the origin of dehydrated skin and to clear out cosmetic means and methods' impact on dehydrated skincare.

This article deals with substantiation of dehydrated skin origin and analysis of cosmetic means impact on dehydrated skincare. The research is conducted using literature synthesis and analysis methods.

The literature synthesis and analysis show that the main factors of dehydrated skin are of endogen (low level of dampness in weather, cold, heat, UV rays, smoking, lack of liquid, not applicable skincare, etc.) and hexogen (natural skin ageing, heredity, lack of vitamin A in food, not applicable cosmetic means and decorative cosmetics) manner.

A present market of cosmetic means is very broad. In order to reach optimal results while removing the disorders of facial skin moisture balance, usually hardware procedures are applied for cosmetic means (enzymes, oxygen microcapsules, proteins, etc.) to be brought into skin. One of the most effective procedures is applying lactic-acids.

THE COMPLEX STRUCTURE OF EXPRESSION OF MOBBING AS DISCRIMINATION IN EMPLOYEE RELATIONS IN LITHUANIAN ORGANISATIONS

Jolita Vveinhardt

Summary

MDS (Multidimensional Scaling) analysis provided some additional scientific information. This method revealed the latent expression of the analysed phenomenon. Multidimensional Scaling method is also known as a cognitive map, because it reflects individual and subjective representations of the analyzed phenomenon. MDS model reveals statistically pure and theoretically significant complex structure of the analysed features. MDS model is analysed by assessing the vertical and horizontal axes separately. Multidimensional scaling method is intended to represent the objects in low-dimensional space, when objects are defined by similarities/ dissimilarities, and the distances in image space represent dissimilarities. Multidimensional Scaling methods are designed as procedures of minimizing the representation accuracy criterion. Using the multidimensional

scaling model two dimensions – z-estimate and variation range – were set; precedence and expression profile dimensions were addressed. The results of the research are reflected in a typical graph of MDS axes. This map of organisations of various areas of professional activity illustrates the relatively high and relatively low expression of mobbing in organisations. The levels of expression of mobbing, the organisations in certain areas of activity on the initial phase and those which reached the critical level are highlighted.

Mobbing as discrimination in employee relations is least expressed in the area of information and communication activity; it is below the average level in recreation/cultural/sports, education, trade, finance and insurance, in other business, administrative/service activities; it is expressed on an average in the following professional areas: transport, construction, electricity/gas/water, light industry, chemical industry, health care and social work; it is higher than average in the following areas of professional activities: hotels and restaurants, wood processing, metal processing, building materials industry, other service activities; it is strongly expressed in agriculture, forestry, publishing, management and defence areas of activities.

Multidimensional Scaling model can be used to predict the means of intervention in accordance with the degree of expression of mobbing, after a separate examination of organisations of critical areas of activity.