



Journal of Social, Health and Humanities Sciences

Health & Humanity

Vol. 1, No. 1

JOURNAL TITLE

Health & Humanity

PUBLISHER

International Education Academy, n.o.

PUBLICATION FREQUENCY

Quarterly

ISSN ONLINE

ISSN 2989-526X

ISSN PRINT

ISSN 2989-5278

JOURNAL PUBLICATIONS DETAILS

Vol. 1, No. 1

TECHNICAL EDITOR

Ing. Mgr. Lucia Kimpanová, DSc.

VISITOR EDITOR**Publisher**

International Education Academy, n.o.

Železničný rad 70/8
968 01 Nová Baňa, Slovakia

Contact

Tel.: 00421 905 565 624

Mail: info@ieacademy.eu

Web: www.ieacademy.eu



EDITORIAL BOARD

Editor-in-Chief

doc. PhDr. PaedDr. Silvia Barnová, PhD., MBA

DTI University, Dubnica nad Váhom, Slovakia

Department of School Pedagogy and Psychology

e-mail: barnova@dti.sk

Members of Editorial Board

prof. PhDr. Miron Zelina, DrSc.

DTI University, Dubnica nad Váhom, Slovakia

Department of School Pedagogy and Psychology

e-mail: zelina@dti.sk

prof. Dr. Hakan Tozan, Ph.D.

American University of the Middle East, Salmiya, Kuwait

Department of Industrial Engineering, College of Engineering and Technology

e-mail: htozan@aum.edu.kw

prof. Dr. habil. PaedDr. Ing. István Szőköl, PhD.

Trnava University in Trnava, Trnava, Slovakia

Department of School Psychology

e-mail: istvan.szokol@truni.sk

prof. Dr. Özalp Vayvay, Ph.D.

Marmara University, Istanbul, Turkey

e-mail: ozalp.vayvay@istun.edu.tr

prof. MUDr. Mária Šustrová, CSc.

St. Elizabeth University of Health and Social Work in Bratislava, n.o. Bratislava, Slovakia

Institute of Social Work and Nursing of MUDr. Pavol Blaha, Skalica, Slovak Republic

e-mail: sustrova@vssvalzbety.sk

prof. Dr. philos. Hans Jørgen Wallin Weihe

Inland Norway University of Applied, Lillehammer, Norway

Faculty of Education, Campus Hamar / Lillehammer

e-mail: h-j.wallin.weihe@inn.no

prof. Dr. Vasyl Popovych

University of Global Strategies „Altera“, Zaporuzhzhia, Ukraine

Faculty of Social Sciences

e-mail: popovic.vasil@gmail.com

dr hab. Wiesław Wójcik, prof.

Jan Długosz University in Częstochowa, Poland

Faculty of Humanities

w.wojcik@ujd.edu.pl

prof. PaedDr. Mgr. Eva Zacharová, PhD.

St. Elizabeth University of Health and Social Work in Bratislava, n.o., Bratislava, Slovakia

Institute of Social Work and Nursing of MUDr. Pavol Blaha, Skalica, Slovak Republic

e-mail: zacharova@vssvalzbety.sk

prof. Dr. Onur Köksal

Selçuk University, Konya, Turkey

Faculty of Literature, Department of English Translation and Interpreting

e-mail: okoksal@ohu.edu.tr

prof. Dr. Arab Naz

University of Malakand, Chakdara, Pakistan

Faculty of Social Sciences

e-mail: arab_naz@yahoo.com

doc. Ing. Jiří Dušek, Ph.D.

College of European and Regional Studies, České Budejovice, Czech Republic

Department of Management of Public Administration

e-mail: dusek@vsers.cz

JUDr. PhDr. Tomáš Klokner, PhD., MBA, univ. doc.

Danubius University, Sládkovičovi, Slovakia

Faculty of Law

e-mail: tomas.klokner@vsdanubius.sk

doc. PhDr. Monika Nová, PhD.

Charles University, Prague, Czech Republic

Department of Psychosocial Sciences and Ethics

e-mail: monika.nova@htf.cuni.cz

Dr. Monika Gwóźdź

University of Silesia in Katowice, Katowice, Poland

Faculty of Theology

e-mail: monika.m.gwozdz@gmail.com

PhDr. Dagmar Magurová, PhD., MPH

University of Prešov, Prešov, Slovakia

Faculty of Health Care

e-mail: dagmar.magurova@gmail.com

Mgr. Stanislav Ondrášek, Ph.D.

University of South Bohemia in České Budějovice, České Budejovice, Czech Republic

Faculty of Health and Social Sciences

e-mail: ondrasek@zsf.jcu.cz

SCIENTIFIC BOARD

prof. PhDr. Miroslava Szarková, CSc.

St. Elizabeth University of Health and Social Work in Bratislava, n.o., Bratislava, Slovakia

doc. JUDr. Jana Vallová, PhD., univ. profesor

St. Elizabeth University of Health and Social Work in Bratislava, n.o., Bratislava, Slovakia

doc. JUDr. PhDr. PaedDr. Slávka Krásna, PhD. et Ph.D.

DTI University, Dubnica nad Váhom, Slovakia

doc. PhDr. Ľubomíra Tkáčová, PhD., MPH

University of Prešov, Prešov, Slovakia

doc. Mgr. Gabriela Rozvadský Gugová, PhD.

DTI University, Dubnica nad Váhom, Slovakia

doc. PhDr. Slávka Čepelová, PhD.

DTI University, Dubnica nad Váhom, Slovakia

PhDr. Ľubomíra Lizáková, PhD., MPH, DPA

Ministry of Labour, Social Affairs and Family of the Slovak Republic, Bratislava, Slovakia

Dr. Ayesha Gul, Ph.D.

University of Malakand, Chakdara, Pakistan

PaedDr. PhDr. Filip Gerec, PhD., MBA, MPH

St. Elizabeth University of Health and Social Work in Bratislava, n.o., Bratislava, Slovakia

CONTENT

<i>Editorial.....</i>	<i>8</i>
<i>De-Escalation of Aggressive Behavior and Perceptions of Cyberbullying as a Form of School Violence: Differences by School Type and Municipality Size</i> Ivan Baláži, Filip Gerec, Martin Klement.....	<i>9</i>
<i>Bullying as a Sociopathological Phenomenon in the School Environment in the Context of the Home Environment in the Prešov District from the Perspective of Social Work</i> Gabriel Oravcová, Lucia Kimpanová, Jana Vallová.....	<i>21</i>
<i>The Impact of Gender on Mutual Work Wxpectations between Employees and Employers in the IT Sector</i> Marek Hlásny.....	<i>31</i>
<i>Comparison of the Needs of Social Services Provided to Seniors in Home Care and in Social Service Facilities from the Perspective of Families in the District of Skalica</i> Barbara Sosnová, Lucia Kimpanová, Veronika Rohal', Eva Halušková.....	<i>43</i>
<i>Loneliness as a Social Problem among Seniors Living at Home Versus in Social Service Facilities in the Skalica District</i> Václav Sosna, Veronika Rohal', Mária Šustrová.....	<i>54</i>

Editorial

Dear readers,

You are holding in your hands the first issue of the journal *Health & Humanity*, created with the ambition to bridge three fields that are closely and inseparably interconnected in today's world—healthcare, social sciences, and the humanities. Our aim is to provide a professional yet open space for scholarly discussion, critical thinking, and interdisciplinary dialogue on topics that shape the quality of human life in its biological, psychological, social, and cultural dimensions.

Health can no longer be understood merely as the absence of disease. It is the result of a complex interaction of medical knowledge, social determinants of health, psychological factors, and cultural and societal values. Likewise, the social sciences and humanities play an increasingly important role in understanding healthcare practice, contributing to a holistic view of the patient as a unique individual rather than merely a bearer of a diagnosis.

The journal *Health & Humanity* aims to publish original scientific studies, review articles, case reports, analytical contributions, and practice-based reflections that transcend disciplinary boundaries. We believe that an interdisciplinary approach is a key tool for gaining a deeper understanding of the complex challenges faced by contemporary society—from population ageing and mental health, to social inequalities, and the ethical questions of modern medicine and public policy.

The significance and contribution of the journal to science and practice lies primarily in its ability to connect theoretical knowledge with its practical application. For the scientific community, it provides a platform for presenting research findings that reflect real-world health and social problems in their full complexity. At the same time, it fosters the development of new interdisciplinary approaches and methodological frameworks that go beyond the traditional boundaries of individual disciplines.

This first issue marks a symbolic beginning of this journey. It presents a diverse range of perspectives from authors in both academic and practical settings and opens discussions that are not only professionally relevant but also profoundly human.

We extend our sincere gratitude to all authors, reviewers, and collaborators who contributed to the preparation of this issue. We also thank you, the readers, for joining this scholarly conversation. We hope that *Health & Humanity* will become a stable platform connecting science with practice, knowledge with humanity, and individual disciplines into a meaningful whole.

The Editorial Board
Health & Humanity

The Impact of Gender on Mutual Work Expectations between Employees and Employers in the IT Sector

Marek Hlásny, SK, ORCID: <https://orcid.org/0009-0005-0856-7014>

Comenius University in Bratislava

Faculty of Management, Department of Information Management and Business Systems

e-mail: marek.hlasny@uniba.sk

Abstract: In this study, we present the results of research on the mutual work expectations of employees and employers in the IT sector across both segments: employees' work expectations of employers and employers' work expectations of employees. In interpreting the findings, we will take into account the demographics of the respondents as well as the context of the digital age in which we are living.

Keywords: digital age, digitisation, workplace expectations, employees, employers, IT sector, respondent group

Introduction

The concept of the digital age is defined with relative consistency across various authors in the current academic literature, such as Xia, Chen, and Liu (2024), Alfityani et al. (2024), and Aggarwal and Gupta (2024). These authors agree that the digital era represents a historical period that emerged as a result of the massive spread of digital technologies and the internet, which has fundamentally influenced the way individuals communicate, work, learn, and live. Similar characteristics of this era can also be identified in the works of other authors, such as Treľová and Hlásny (2023a, 2023b), Treľová et al. (2023), Hlásny (2022, 2023, 2024, 2025), Horváth, Hlásny, and Krásny (2021), who emphasize the digitization of information as a key aspect. The digital form of data enables more efficient processing, storage, and distribution. A common thread in defining the digital era is also the emphasis on technological innovation, as well as expanded connectivity and access to extensive information and service resources. These factors also spur the emergence of new professional categories and significantly influence the transformation of work processes, the education system (Stacho, 2024a, 2024b, 2024c, 2025), as well as consumer behavior, thereby fundamentally changing the functioning of society and the economy. The IT sector is defined by various experts. For example, Law Insider (2024) defines the IT sector as all hardware and software produced for IT. According to CISA (2025), the information technology sector is a central element of national security, the economy, public health, and safety, as businesses, governments, the academic community, and private citizens are increasingly dependent on its functions. These virtual and distributed functions produce and provide hardware, software, and information technology systems and services – and, in collaboration with the communications sector, the internet. The sector's complex and dynamic environment makes it difficult to identify threats and assess vulnerabilities, requiring these tasks to be addressed in a cooperative and creative manner. The functions of the information technology sector are operated by a combination of entities – often

owners and operators and their respective associations – that maintain and rebuild the network, including the internet. Although information technology infrastructure has a certain level of inherent resilience, its interconnected and interdependent structure presents both challenges and opportunities for coordinating public and private sector preparedness and protection efforts. This broad definition illustrates the wide range of respondents we engaged in our research. According to Computerfutures (2025), the IT industry consists of four subsectors: IT services, IT business process management, IT software products, and IT engineering research and development. CompTIA (2025) divides the IT sector into the following four basic subsectors: Devices (hardware). Software. Middleware. Data. A career in IT covers many different areas, ranging from computer hardware and software development to networking, computer repair, technical support, cybersecurity, cloud computing, artificial intelligence (for more details, see e.g., Trębski et al., 2024), data science, and many others.

As Hlásny (2024, 2025) notes, the expectations employers have of employees – and vice versa – are also influenced by the digital era in which we currently live. In today's competitive labor market, companies face a disadvantage due to the limited number of qualified candidates. For this reason, they are forced to offer higher compensation to attract new employees and retain existing ones (Vallová, 2016). However, the return on this investment by employers is the expectations placed on employees, particularly regarding reliability and a willingness to adapt to new knowledge and skills, as discussed in the previous theoretical section.

Employers' Expectations of Employees and the Results of a Survey on Employers' Expectations of Employees in the IT Sector, Broken Down by the Gender of Respondents

The most appropriate research method chosen seems to us to be the questionnaire aimed at detecting employers' job expectations from employees in the IT sector in the digital era, it consists of seven dimensions, the questionnaire is designed according to Slobodova and Šulík (2017). Initially, each dimension was composed of 10 items, however, after statistical evaluation of the validity and reliability of the questionnaire, the designated dimensions contain the "strongest" items among them:

- Dimension 1 Business acumen and entrepreneurial mindset of managers in the IT sector in the digital era (7 questionnaire items)
- Dimension 2 Strategic thinking of managers in the IT sector in the digital era (6 questionnaire items)
- Dimension 3 Ability of IT managers to communicate, represent and collaborate in the digital era (9 questionnaire items)
- Dimension 4 Ability to deal with problems and new situations of IT managers in the digital era (10 questionnaire items)
- Dimension 5 Self-control, self-motivation and intrinsic independence of managers in the IT sector in the digital era (8 questionnaire items)
- Dimension 6 Managing change of managers in the IT sector in the digital era (9 questionnaire items)

- Dimension 7 Leadership of managers in the IT sector in the digital era (9 questionnaire items), more detail in the questionnaire.

The questionnaire was completed by willing respondents exactly as specified. The research population consisted of a total of 301 respondents. We further characterize the research population according to the gender of the respondents, the age of the respondents, the location of the respondents' workplace, and the size of the enterprise in which the respondents work. The research population can be divided by gender into 222 men and 79 women. Empirical objective: research on employers' job expectations from employees in the IT sector in the digital era was fulfilled through the research question and the set hypotheses H1 - H4, H1: We hypothesize that there will be a statistically significant difference in employers' job expectations of employees in the IT sector in the digital era for each dimension based on the respondents' gender variable. We made statistical evaluation in SPSS, based on descriptive statistics. As basic mathematical-statistical research tools we plan to use analysis of variance (ANOVA), which is a statistical method used to compare means between two or more groups. In particular, one-way ANOVA is a commonly used technique to analyse the variance of a single continuous variable across two or more categorical groups. Another is the Independent Samples T Test, which is used to compare two means of a research set from unrelated groups - the scores for each group are provided by different people and the purpose of this test is to see if the research set is different from each other. Next would be the Paired-Samples T Test, which compares the means of two variables for a single group. The procedure calculates the differences between the values of the two variables for each case and tests whether the mean is different from 0. The procedure also automates the calculation of the effect size of the T-test.

Results of the research on employers' job expectations of employees in the IT sector in the digital era in the respondent's gender variable

Table 1 Group Statistics by Gender of Respondents

Group Statistics					
Rod		N	Mean	Std. Deviation	Std. Error Mean
D1_Business_spirit	Man	222	2.97	0.53	0.04
	Woman	79	2.99	0.61	0.07
D2_Strategy	Man	222	2.98	0.55	0.04
	Woman	79	3.03	0.61	0.07
D3_Communication	Man	222	2.99	0.54	0.04
	Woman	79	2.98	0.45	0.05
D4_Problem_solving	Man	222	2.99	0.48	0.03
	Woman	79	3.01	0.48	0.05
D5_Motivation	Man	222	3.03	0.50	0.03
	Woman	79	3.00	0.55	0.06
D6_Management_changes	Man	222	3.00	0.47	0.03
	Woman	79	2.99	0.47	0.05
D7_Leadership	Man	222	3.02	0.49	0.03
	Woman	79	2.98	0.51	0.06

Source of Table 1: Own research

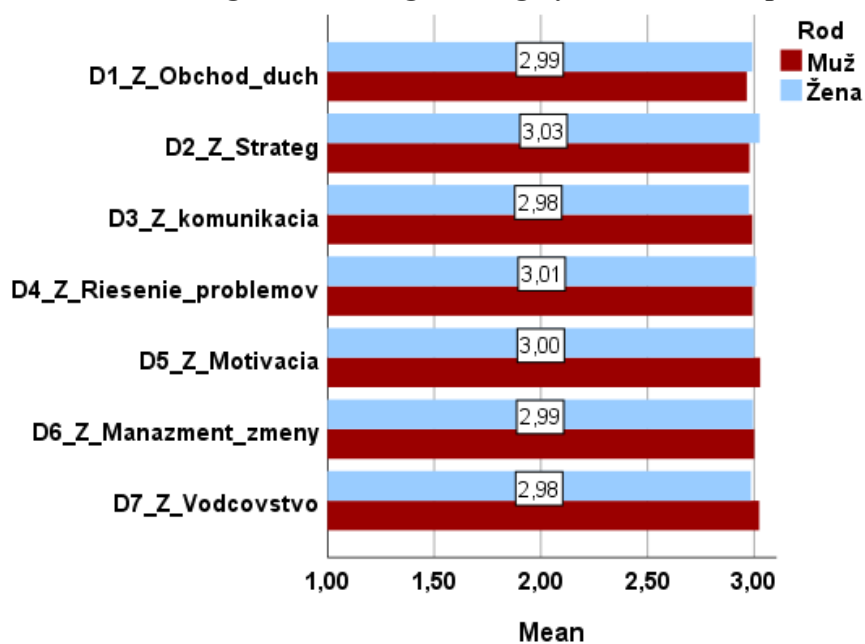
Table 2. Independent Group Statistics Test by Gender of Respondents

Equal variances assumed

		Group Statistics							
		N		Mean		Std. Deviation		Std. Error Mean	
		Rod		Rod		Rod		Rod	
		Ma n	Woma n	Ma n	Woma n	Ma n	Woma n	Ma n	Woma n
D1_Business_spirit	D1_Business_spirit	222	79	2.97	2.99	0.53	0.61	0.04	0.07
D2_Strategy	D2_Strategy	222	79	2.98	3.03	0.55	0.61	0.04	0.07
D3_Communication	D3_Communication	222	79	2.99	2.98	0.54	0.45	0.04	0.05
D4_Problem_solving	D4_Problem_solving	222	79	2.99	3.01	0.48	0.48	0.03	0.05
D5_Motivation	D5_Motivation	222	79	3.03	3.00	0.50	0.55	0.03	0.06
D6_Management_changes	D6_Management_changes	222	79	3.00	2.99	0.47	0.47	0.03	0.05
D7_Leadership	D7_Leadership	222	79	3.02	2.98	0.49	0.51	0.03	0.06

Source of Table 2: Own research

Figure 1. Average Rating by Gender of Respondents



Source of Chart 1: Own research

Table 3. Independent T test for each Dimension by Gender of Respondents

Independent Samples Test							
	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						Lower	Upper
D2_Strategy	-0.634	299	0.527	-0.04709	0.07429	-0.19329	0.09911
D1_Business_spirit	-0.326	122.165	0.745	-0.02506	0.07689	-0.17727	0.12714
D4_Problem_solving	-0.246	299	0.806	-0.01545	0.06291	-0.13925	0.10835
D6_Management_changes	0.100	299	0.921	0.00613	0.06143	-0.11476	0.12701
D3_Communication	0.240	164.598	0.811	0.01490	0.06214	-0.10779	0.13759
D5_Motivation	0.422	299	0.673	0.02831	0.06710	-0.10373	0.16036
D7_Leadership	0.608	299	0.544	0.03950	0.06497	-0.08837	0.16736

Source of Table 3: Own research

The results by gender of respondents show that the **expectations of employers in each dimension by gender are not statistically distinguishable, thus the stated hypothesis 1 is not confirmed**, in our research set we did not find statistically significant difference in the job expectations of employers from employees in the IT sector in the digital era for each dimension based on the variable of gender of respondents. This means that in our research set, both women and men in the position of employers in the IT sector do not have statistically distinguishable job expectations.

Regarding the obtained results, it should be noted that the average rating of the questionnaire dimensions according to the gender of the respondents showed really minimal differences, which proves not only the relatively accurate formulation of the dimensions and their components, but also the relatively uniform job expectations of employers in the IT sector from employees in the context of the digital era.

Employees' Expectations of Employers and the Results of a Survey on Employees' Expectations of Wmployers in the IT Sector, Broken Down by the Gender of Respondents

The most appropriate research method for this part of the study appeared to be a survey using a specific research tool that had been validated in a pilot study (Hlásny, 2023). The questionnaire is designed to assess employees' work expectations of employers in the IT sector in the context of the digital era. The questionnaire is adapted from Votroubková (2018), consists of four dimensions, and was completed online by willing respondents exactly as specified. Originally, each dimension consisted of multiple items; however, following a statistical evaluation of the questionnaire's validity and reliability, the selected dimensions now contain the most valid and reliable items from among them:

- Dimension 1 Work and Working Conditions (15 questionnaire items)
- Dimension 2 Supervisors (11 questionnaire items)

- Dimension 3 Compensation (4 questionnaire items)
- Dimension 4 Employee Benefits (18 questionnaire items).

A study of employees' expectations of employers in the IT sector in the context of the digital era was conducted with a sample comprising a total of 301 respondents (in the study, we further characterize the sample by the respondents' gender, age, the location of the respondents' workplace, and the size of the company in which the respondents work). The research sample by gender consisted of 210 men and 91 women. The study provides an answer to the research question and validates the established hypotheses H1 – H4, where in H1 we hypothesized that there would be a statistically significant difference in the work expectations of employees versus employers in the IT sector in the context of the digital era across individual dimensions based on the variable of respondents' gender.

We made statistical evaluation in SPSS, based on descriptive statistics. As basic mathematical-statistical research tools we plan to use analysis of variance (ANOVA), which is a statistical method used to compare means between two or more groups. In particular, one-way ANOVA is a commonly used technique to analyse the variance of a single continuous variable across two or more categorical groups. Another is the Independent Samples T Test, which is used to compare two means of a research set from unrelated groups - the scores for each group are provided by different people and the purpose of this test is to see if the research set is different from each other. Next would be the Paired-Samples T Test, which compares the means of two variables for a single group. The procedure calculates the differences between the values of the two variables for each case and tests whether the mean is different from 0. The procedure also automates the calculation of the effect size of the T-test.

Results of the research on employees' job expectations of employers in the IT sector in the digital era in the respondent's gender variable.

Table 4. ANOVA analysis by gender of respondents

ANOVA Table					
Between Groups (Combined)					
	Sum of Squares	df	Mean Square	F	Sig.
D1_praca_podmienky * Rod	0.512	1	0.512	2.668	0.103
D2_nadriadeni * Rod	0.026	1	0.026	0.127	0.722
D3_odmenovanie * Rod	1.077	1	1.077	2.015	0.157
D4_benefity * Rod	0.134	1	0.134	1.064	0.303

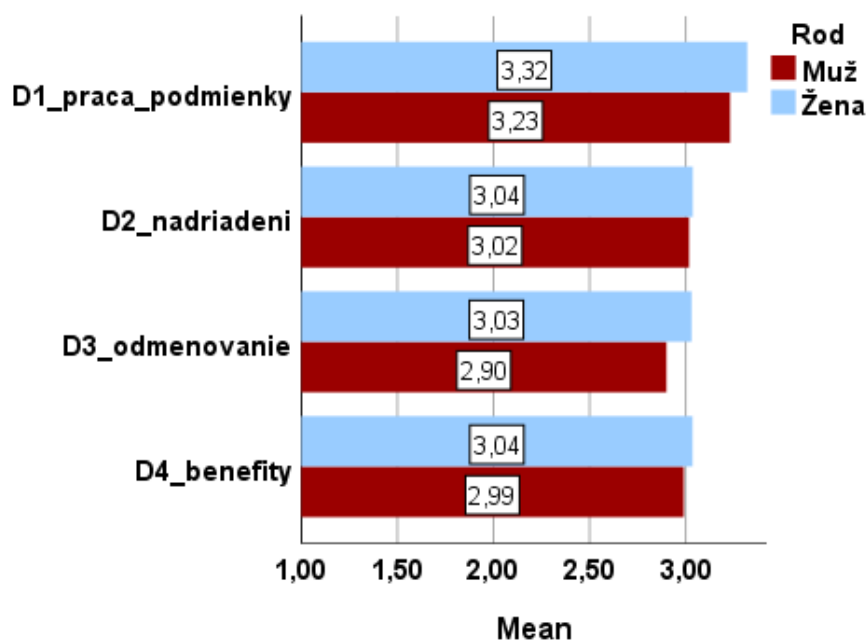
Source of Table 4: Own research

Table 5. Independent Sample t-test by Gender of Respondents

	Report											
	Mean			Std. Error of Mean			N			Std. Deviation		
	Muž	Žena	Total	Muž	Žena	Total	Muž	Žena	Total	Muž	Žena	Total
D1_praca_podmienky	3.23	3.32	3.26	0.03	0.05	0.03	210	91	301	0.40	0.51	0.44
D2_nadriadeni	3.02	3.04	3.02	0.03	0.05	0.03	210	91	301	0.42	0.51	0.45
D3_odmenovanie	2.90	3.03	2.94	0.05	0.08	0.04	210	91	301	0.72	0.75	0.73
D4_benefity	2.99	3.04	3.00	0.02	0.04	0.02	210	91	301	0.33	0.41	0.36

Source of Table 5: Own Research

Figure 1. Average Ratings of Dimensions by Gender



Source of Figure 1.: Own research

Regarding the findings, it should be noted that the average ratings of the questionnaire dimensions by respondent gender revealed only minimal differences, which demonstrates not only the relatively precise formulation of the dimensions and their components, but also the relatively uniform work expectations that employees have of employers in the IT sector in the context of the digital era.

Conclusion

In our study of employers' expectations of employees in the IT sector in terms of respondents' gender, we hypothesized in H1 that there would be a statistically significant difference in employers' expectations of employees in the IT sector in the digital age across individual dimensions based on the variable of respondents' gender; however, this **was not confirmed**. If employers' expectations in these dimensions are not statistically distinguishable

by gender, this may, in our opinion, be due to several factors. The first reason is the absence of gender differences in job requirements, which could reflect modern corporate cultures (see also Maličká, 2024) that strive to eliminate gender stereotypes and create equal employment opportunities and expectations for all employees, regardless of gender. Another reason may be the existence and application of the same professional standards (see also Gabrhelová, Ondříjová, and Sciranková, 2024), as gender is not a key variable, but rather professional skills and competencies. Furthermore, the implemented gender equality policy may already be evident in the IT sector, and businesses, companies, and organizations are able to avoid creating gender-unbalanced expectations. It is therefore encouraging that both female and male employers in the IT sector formulate work and professional expectations for employees in the same way. Another possible explanation for the results obtained in this specific research sample is the likely homogeneity of the work environment and a certain homogeneity in the required work skills and competencies. We assume that in the IT sector, current business models emphasize professionalism, which encompasses traits, skills, and competencies that are not tied to gender but to the personal qualities and abilities of individuals; shared inclusive values in the work environment are a given (for more details, see also Matulčíková, 2024a,b). We also believe that employers' expectations of employees (and not just in the IT sector) are influenced by other factors that we did not examine, such as the employee's job position, length of professional experience, professional skills and education, and so on, and these may be "stronger" than gender differences. In such a case, expectations of men and women may be balanced, because these other factors have a more significant influence. And the final reason why employers' expectations of employees are not statistically distinguishable by gender may be a combination of modern gender equality practices and policies, as well as methodological factors. The establishment of equal job requirements, an emphasis on professional skills, a performance-oriented corporate culture, and assessment technologies that do not take gender into account can lead to the same expectations for men and women from both male and female employers.

In our study of employees' job expectations of employers in the IT sector, with regard to the gender of respondents, we hypothesized in H1 that there would be a statistically significant difference in employees' job expectations of employers in the IT sector in the digital age across individual dimensions based on the gender of respondents, however, this **was not confirmed**. In our view, there may be several reasons for this. For example, the IT sector, as a highly specialized and technical environment, may "level the playing field" between men and women. Employee expectations are often shaped by corporate culture (which may be standardized), shared work challenges (e.g., agile teams, remote work, continuous learning), or similar motivational factors (flexibility, professional growth, technology, teamwork) (Gerec et al., 2025). This may mean that women and men share very similar work experiences and, consequently, expectations. Another reason, we believe, may be that in the digital age, particularly in the IT sector, gender differences are often perceived less rigidly, expectations of employers are shaped more by individuality and professional mindset than by gender, or it is possible that employees demand the same "digital" benefits from employers – such as flexibility, the option to work remotely, work-life balance, opportunities for self-development, etc. We can also assume that women in the IT sector often face selection filters upon entering

the sector; they may be in many ways “more similar” to men in this environment than women in other industries (i.e., a certain self-selection bias) – it is clear that our results do not objectively represent the entire population, as we worked with a specific target group of respondents. It is also possible that, when it comes to IT job expectations, gender is simply not a determining factor, unlike other variables such as age, tenure, job title or role, the size and type of organization (corporate vs. startup), and so on. Another explanation may be that many IT companies (especially international ones) offer standardized benefits and working conditions – which creates expectations that are independent of gender. The absence of a statistically significant difference in expectations between men and women may indicate that in the digital era, and specifically in the IT sector, work expectations are becoming more gender-neutral. This may be a positive indicator of progress toward equality and the professionalization of an environment where expertise and performance are increasingly valued over traditional social roles.

The results of our research suggest that, in terms of respondents’ gender, there are no statistically significant differences in work expectations between employers and employees in the IT sector in the digital age. Both hypotheses (H1) regarding the existence of gender-based differences were not confirmed, which we can interpret as a sign of the professionalization of the work environment in the IT sector, where the key factors shaping work expectations are not gender but technical skills, professional competencies, the nature of the job, length of experience, and organizational culture. We believe that current business models in the IT sector emphasize a gender-neutral and inclusive environment, where expectations are not formulated based on traditional gender stereotypes. This trend is also supported by modern personnel policies and standardized HR processes aimed at the targeted elimination of gender differences in the perception of job roles. Furthermore, we assume that the homogeneity of professional requirements within the sector, as well as the existence of the same professional standards regardless of gender, contributes to the unification of expectations.

Methodological factors, such as the specificity of the research sample, which may naturally exhibit a higher degree of professionalization and adaptation to uniform expectations, regardless of gender identity, must also be taken into account. In light of these findings, it can be concluded that job expectations in the IT sector may increasingly be characterized by gender neutrality even outside our research sample, which can be seen as a positive trend toward equal opportunity and a focus on professional competence.

The study is being published as part of an international project IGA002DTIMA/2024
Current topics in economics and management in the current and future labor market environment

References

Aggarwal, V., Gupta, H. (2024). A Comprehensive Analysis of Emerging Threats in the Digital Era. Online. 2024 11th International Conference on Reliability, Infocom Technologies and Optimization (Trends and Future Directions) (ICRITO), Reliability, Infocom Technologies and

Optimization (Trends and Future Directions) (ICRITO), 2024 11th International Conference on. 2024, s. 1-4. ISBN 9798350350357. ISSN 27692884. Dostupné z: <https://doi.org/10.1109/ICRITO61523.2024.10522348>

Alfityani, A. et al. (2024). Financial Services Industry in Digital Era: Emerging Cyber Security and Sustainability Perspectives. Online. *Quality - Access to Success*. 2024, roč. 25, č. 202, s. 134-142. ISSN 15822559. Dostupné z: <https://doi.org/10.47750/QAS/25.202.14>

CISA. 2025. *Information Technology Sector*. (Online). Dostupné na: <https://www.cisa.gov/topics/critical-infrastructure-security-and-resilience/critical-infrastructure-sectors/information-technology-sector>. [cit. 2025-01-06]

COMPTIA. 2025. *What are the four ICT sectors?* (Online). Dostupné na: <https://www.comptia.org/content/articles/what-is-information-technology>. [cit. 2025-01-06]

COMPUTERFUTURES. 2025. *6 Key Tech Growth Areas*. (Online). Dostupné na: <https://www.computerfutures.com/en-us/knowledge-hub/white-paper/6-key-tech-growth-areas/>. [cit. 2025-01-06]

Gabrhelová, G., Ondříjová, I., Sciranková, A. (2024). Coping with demanding situations in managerial work in the context of the personality traits of managers. In: *Ad alta : journal of interdisciplinary research*. Hradec Králové : Magnanimitas akademické sdružení. ISSN 1804-7890. ISSN (online) 2464-6733. Roč. 14, č. 1 (2024), s. 50-55

Gerec, F., Liszková, M., Holeková, I., Vallová, J. (2025). Perception of time pressure as a social barrier to job satisfaction and the implementation of innovations. In MMK 2025: Mezinárodní Masarykova konference pro doktorandy a mladé vědecké pracovníky: recenzovaný sborník příspěvků mezinárodní vědecké konference (Vol. 16, pp. 225–233). Hradec Králové: Magnanimitas akademické sdružení. ISBN 978-80-87952-43-6.

Hlásny, M. (2023) Vplyv digitalizácie na pracovný proces. In: *Digitálne kompetencie žiakov a učiteľov v kontexte informatizácie a digitalizácie školstva*. Dubnica nad Váhom: Vysoká škola DTI, 2023. s. 119 – 124. ISBN 978-80-8222-046-2

Hlásny, M. (2022) Vývojové trendy v pracovnom práve ovplyvnené digitálnou érou = Development Trends in Labor Law Influenced by the Digital Era. In: *Homo, Ius, Societas* 1. vyd. Sládkovičovo: Vysoká škola Danubius, 2022. ISBN 978-80-8167-082-4, s. 17-28

Hlásny, M. (2025) *Work Expectations of Employees from Employers in the Sector IT in the Digital Age*. České Budějovice: Nová Forma, 2025. 100 s. ISBN 978-80-7612-822-4

Hlásny, M. (2024) *Work Expectations of Employers from Employees in the Sector IT in the Digital Era*. České Budějovice: Nová Forma, 2024. 101 s. ISBN 978-80-7612-722-7

Horváth, M., Hlásny, M., Krásny, M. (2021). *Digitálna éra ako výzva pre občianske a pracovné právo v kontexte personálneho manažmentu*. Týn nad Vltavou: Nová Forma, 2021. 186 s. ISBN 978-80-7612-368-7

LAW INSIDER. 2024. *IT Sector definition*. (Online). Dostupné na: <https://www.lawinsider.com/dictionary/it-sector>. [cit. 2025-01-05]

Maličká, L.(2024). More Women, Less Corruption, But How Many Women are Needed? In: *Ad alta: journal of interdisciplinary research*. Hradec Králové : Magnanimitas akademické sdružení. ISSN 1804-7890. ISSN (online) 2464-6733. Roč. 14, č. 1 (2024), s. 108-112

Matulčíková, M. et al (2024). Digital skills of employees - desired versus actual. In: *Ad alta : journal of interdisciplinary research*. Hradec Králové : Magnanimitas akademické sdružení. ISSN 1804-7890. ISSN (online) 2464-6733. Roč. 14, č. 1 (2024b), s. 64-71

Matulčíková, M. et al. (2024) Employee training to increase digital literacy. In: *Ad alta : journal of interdisciplinary research*. Hradec Králové : Magnanimitas akademické sdružení. ISSN 1804-7890. ISSN (online) 2464-6733. Roč. 14, č. 2 (2024a), s. 284-291

Stacho, M. (2024a). Umelá inteligencia ako novodobý fenomén vo vzdelávaní. In: *17. didaktická konferencia: zborník príspevkov*. 1. vyd. Dubnica nad Váhom: Vysoká škola DTI, 2024. ISBN 978-80-8222-064-6, s. 200-206

Stacho, M. (2024b). Možnosti využitia umelej inteligencie (AI) v odbornom vzdelávaní a príprave. In: *Zborník z medzinárodnej vedeckej konferencie: 10. ročník konferencie : Bezpečné a podporujúce edukačné prostredie*. 1. vyd. Dubnica nad Váhom : Vysoká škola DTI, 2025. ISBN 978-80-8222-066-0, s. 325-330

Stacho, M. (2024c). Umelá inteligencia v školskom edukačnom prostredí. In: *Humanitné a spoločenské vedy v pregraduálnom vzdelávaní (13): zborník vedeckých prác a vedeckých štúdií*. 1. vyd. Bratislava: Z-F LINGUA, 2024. ISBN 978-80-8177-111-8, s. 123-131

Stacho, M. (2025). *Využitie možností AI v odborovej didaktike*. České Budějovice, VŠERS. V tlači

Trebski, K. et al. (2024) A European view on the ethical use of artificial intelligence (AI). In: *Ad alta : journal of interdisciplinary research*. Hradec Králové : Magnanimitas akademické sdružení. ISSN 1804-7890. ISSN (online) 2464-6733. Roč. 14, č. 2 (2024), s. 380-384

Treľová, S., Hlásny, M. (2023) *Digitálna éra a jej odraz v očakávaníach zamestnávateľov a zamestnancov*. České Budějovice: Nová Forma, 2023a. 142 s. ISBN 978-80-7612-586-5

Treľová, S., Hlásny, M. (2023) Správanie generácie Z a jej pracovné očakávania. In: *Generácia Z na trhu práce : nekonferenčný zborník vedeckých prác*. 1. vyd. Bratislava : Univerzita Komenského v Bratislave, 2023b. ISBN 978-80-223-5731-9, s. 43-50

Treľová, S., Kačmariková, A., Hlásny, M. (2023) Multigeneration Work Environment in the Digital Era – Expectations of Generation Z, Challenges of Employers and Management. Online.

In: *Ad Alta: Journal of Interdisciplinary Research*. 2023, roč. 13, č. 2, s. 257-261. ISSN 18047890

Vallová, J. (2026). Úloha mzdy v sociálnej politike a jej význam pre sociálnu spravodlivosť. In S. Čepelová (Ed.), *Humanitné a spoločenské vedy v pregraduálnom vzdelávaní 1/2026: zborník vedeckých prác a vedeckých štúdií* (pp. 143–150). Bratislava: Z-F LINGUA. ISBN 978-80-8177-119-4.

Xia, L., Chen, H., Liu, J. (2024). Research on Countermeasures to Enhance the Innovation Ability of Haining Manufacturing Enterprises in the Digital Era. Online. In: *Economics*. 2024, roč. 7, č. 2, s. 16-23. ISSN 27759237. Dostupné na: <https://doi.org/10.31014/aior.1992.07.02.572>