Response to Reviewer 1 Comments

Point 1: Extensive editing of English language and style required

Response 1: The native speaker, the professor of English language did everything required.

Point 2: In general, this is an interesting research, but the concept of the paper needs to be improved, with theoretical and empirical part more connected.

Response 2: The theoretical part is supplemented and better connected with the empirical part. All the descriptions in the introduction, theoretical work and discussion are given more precisely.

Point 3: Make an additional grammar check of your paper. For instance in your abstract you have a verb or object missing in the following sentence: „a balance between life and work in order to of the psychology of sustainability”; afterwards you have out but it should be our etc.

Response 3: The native speaker, the professor of English language has improved the grammar.

This article provides guidelines for optimizing organizational management styles and achieving a balance between life and work. Contributing to sustainable human development will contribute to the psychology of sustainability and sustainable development.

Point 4: Consider simplifying your sentences. Sometimes they are hard to follow and understand – „For example – „In work environment, employees respond with their personal and professional working styles to a stressful event, which according to the transactional model of stress involves subjective evaluation of employees- does the organization promote healthy work environment? „

Response 4: The lector simplified the sentences.

In the work environment, employees respond with their personal and professional working styles to stressful events. Employees subjectively evaluate the stress towards a transactional stress model. The reaction and work of employees is related to their assessment of whether they work in a healthy or unhealthy environment [11].

Point 5: Please divide introduction from the theoretical part of your paper. The introduction should state what we know, what we do not know (research gaps and study motivation) and how our study is contributing. Suggestion- Form the introduction in the following manner: 1st paragraph - the current knowledge on the topic 2nd paragraph - direction toward the purpose of the paper 3rd paragraph - the purpose of the paper and it states briefly methodology that has been utilized in the paper 4th paragraph – explain what is the contribution of the paper, in relation to several previous papers 5th paragraph - describe other sections of the paper.
Response 5: The introduction is divided from the theoretical part. Introduction contains 5 parts.

1. Introduction

2. Theoretical background

1. Introduction

(1) The need for development in terms of the health of employees and organizations is more pronounced than ever before. Achievements in the field of science about sustainability and the emergence of the psychology of sustainability and sustainable development have contributed to the collection of evidence on modern organizations needing to work in a healthy way, and nurture healthy and motivated employees [1].

In their work managers prefer working and management styles that are conditioned by their personality structure. The psychology of sustainability and sustainable development can improve interpersonal relationships in the organization as well as in the environment overall. The preference of the working style and lifestyle of managers is significant from the perspective of integrating the individual into the organization. The problems that are related to the way of managing the organization, the existence of stress, and how employees fit the lives of their professional choices become a priority because the existing concept is untenable. The question of whether the problem exists is no longer raised, but rather how many active organizations and managers want to participate in its resolution? A special contribution to this paper is its holistic approach, the observation of all phenomena together. The research identifies weak points in the organization dealing with the existence of stress, inadequate managerial, working and personal styles for employees, with a strong focus on maintaining health and optimal work [2].

The authors especially want to draw attention to the awareness that organizations have implemented measures to improve the health of employees, because without healthy employees there is no healthy and successful organization. Raising awareness about the importance of managers can be promoted through training in the direction of adopting soft skills such as stress management, time management, delegation, etc. Managers with better knowledge and tools in the workplace will be satisfied and the sustainability of human resource practices will have an impact on the organization [3].

(2) The scope of our research includes an analysis of the relationship between the effective management of the organization and the professional style or lifestyle of the manager. It was necessary to investigate the extent to which a manager’s stress is present. The survey was seen both from the aspect of the organization and from that of the employees.

(3) For research purposes, there is a contribution to identifying risks in business and contributing to sustainable welfare for managers and organizations in general. This study wants to point out the gap in the relationship between organizational values and the styles of manager’s work and ways of reducing that gap [4].

The main aim of this paper is to examine the relationships between the preferences of certain styles of management, professional and lifestyles, and exposure to stress in the managerial population.
Hence, a hypothesis is set up: We expect that life, working, and management styles are significant predictors of work stress, and moreover that management styles are significant predictors of work stress above the life and working styles. The management styles are observed from the point of view of the theoretical models by Hersey and Blanchard, while stress is observed from the transactional theory of stress perspective. The research study was on a sample of 618 subjects of both sexes (344 female subjects and 274 respondents are male), aged 19 to 59 years, with different educational backgrounds, in various managerial positions in operations and administration. The following questionnaires were used: the Kenneth Blanchard test of situational leadership, the Four-Dimensional Symptom Questionnaire for determining stress levels, the modified Allport-Vernon-Lindsay Scale of Values and Julie Hay’s Working Styles Questionnaire. The results confirm that the family-sentimental, utilitarian and knowledge styles are the most significant value orientations for a manager. More than half of the managers have an increase of the indicators of work stress, wherein distress and somatization are more pronounced than depression and anxiety. A greater satisfaction with the balance of private and professional areas of life is related to less pronounced symptoms of work stress, and vice versa.

(5) The results of the survey show the most important value orientation of the managers is whether they are under stress and how they react to it. The structure of the prediction of work stress of the manager was examined based on the preference of management style, that is, working and lifestyle. The results indicate that all dimensions of stress at work can be explained by all three styles. The relationship between management style and employee satisfaction was explored. The results of this research indicate that the style of management is best when it coincides with its employees[5].

(4) The research provides insight into the contribution of management styles to the balance of the private and professional life segments, as well as stress reduction in managers. The findings, based on a sample of managers of small businesses and private entrepreneurship, triggered additional questions about the direction of the influence of other internal and external factors of coping with work stress, manager’s capacity to overcome stress, and the most common strategies used for overcoming work stress, as well as the link between preferences of life and professional styles and management styles. The research conducted also has practical implications. The results obtained give suggestions in order to increase satisfaction through the balancing of life and work among managers. Meeting practical needs implies the development of awareness and care about the psychosomatic health of employees and their professional development. The managerial implication of the research is the implementation of sustainable human resource development strategies and development programs[6].

The psychology of sustainability and sustainable development uses new aspects to find more effective strategies and solutions in work through professional and individual development [7]. The psychology of sustainability and sustainable development tries to contribute to the sustainability and sustainable development of every person [8]. Healthy organizations can be assessed not only from a financial point of view, but also from a humanistic point of view[9]. The organization’s competitiveness is proportional to the experience, knowledge, skills and competences of its employees [10]. A high level of flexibility and the organization’s readiness for understanding are necessary for defining the work dynamics and employees’ health. In the work environment, employees respond with their personal and professional working styles to stressful events. Employees subjectively evaluate the stress towards a transactional stress model. The
reaction and work of employees is related to their assessment of whether they work in a healthy or unhealthy environment [11].

The development of an organization can focus on the development of certain professional competences and the work styles of employees, but it can also focus on personal development and self-perceived employability in order to identify the causes of stress and distress, and expand the capacities for a functional response [12]. The logic of the work-life balance concept, businesswise, is based on productivity which is a result of a person’s higher motivation and dedication when personal responsibilities are considered. It is important to create a culture that supports the balance between business and private life and thus promote sustainable human development through a win-win strategy [13]. Also, the psychology of sustainability and sustainable development can be seen therefore as a new access for well-being in organizations [14].

Point 6:
Then have a theoretical part with literature review of relevant variables used in your study. As regard to current theoretical part (1.1. Life, working and management styles and Stress in organization) I find them inconclusive and “jumping” from one to another subject (especially part 1.1.). I suggest authors provide a wider picture on the subjects with reference to previous research in this field. Currently written I feel the paper misses a theoretical part with clear introduction into the problem and main drivers for their study. Currently it just provides insight into models they opted to use in their research – more appropriate under methodology part.

Response 6:

2. Theoretical background

2.1. Working style

The preference of working styles and management styles are a part of the organizational culture and they are particularly significant as managers represent a model of identification for other employees [15,16]. The theoretical framework for understanding working styles in this study is the forced behavior taken from the theoretical model of transactional analysis, by working out the concept in which drivers are seen as the initiators of action in the work environment. Script imperatives (behavior drivers) rely on injunctions. Transactional analysis is successfully applied in the clinical, educational, organizational and advisory fields of specialization. It is based on the study of interactions among people, and as the name implies, the analysis of interpersonal transactions. Its creator is Erik Bern, a Canadian psychiatrist who created Transactional Analysis as an introduction to psychoanalysis, with the intention of making it more concise and efficient, and more comprehensible and adapted to most psychiatric patients. Teibi Keller classifies parent messages into five typical drivers: “Be perfect”, “Be strong”, “Please others”, “Hurry up” and “Try hard”. A person with the driver “Be perfect” strives for perfection in all aspects of life, that is, in whatever is especially important to her (work, appearance, hygiene, knowledge, love...) or in more of them. Such a person spends a lot of energy and time (or even all of it) on those aspects of life in which they want to achieve the “perfection”, so that there is not enough for other aspects of life. The pursuit of perfection can be comparative (it must be better than others), or it is incompatible, when a person seeks to
"overcome themselves” to do this the best they can. Perfectionists are unproductive, because they spend irrationally a lot of time on achieving unnecessarily good results. People with the “Be strong” driver: with this driver working well under pressure, working well in crisis situations, it can take control so that other people feel safe in their environment. When the rest in their vicinity are prone to “panic” reactions, these people usually think very logically, they can be emotionally distanced from the situation; on the other hand, they often do not recognize personal weaknesses, they have a deficiency of emotions (they can seem to be robots)...

“Please others” - A person who satisfies others, fulfills their wishes even before others ask for it, usually has no wishes, is unable to say “no”, does not ask for what they need, does not show anger, does not set boundaries, eliminates conflicts (does not refuse, does not demand, does not require), feels responsibility for the feelings of other people. A person with this driver loses social power, retreats from communication, and remains separate from his wishes. They are good team players, they are empathetic, they prefer to love others, they avoid conflicts, constructive criticism, they save others, do not express their opinions, and these qualities can frustrate people in the environment.

“Hurry” - this professional style is based on the idea of productivity and efficiency (the faster, the more). The person with this driver is accelerated in everything he does, he hardly tolerates social and other situations in which the activities take place in a normal rhythm or more slowly. These are people who download too many things at the same time, are constantly in a hurry, on the verge of patience, they often do not pay attention to details.

“Try hard” - implies an imperative - you have to work hard, without reaching the goals set. People with this driver have a tense and painful expression, often asking multiple questions at the same time without waiting for an answer and are inclined to say that most things are impossible. They have a problem of closure, afraid of mistakes and responsibility. These are people who can do great pioneering jobs, love new projects, can start with a lot of new things in stress, but often have a problem because they run a lot of jobs and activities that do not come to an end, they are more focused on "trying" than on success. Hay [17] offers guides to the contribution of behavior drivers (transactional analysis) and describes understanding organizational behavior based on these imperatives and how they contribute to the organizational culture. There is some evidence of a direct link between managerial style and employee well-being [18]. The psychology of sustainability and sustainable development include managerial styles that recognize the importance of relationships in organizational contexts for the well-being of workers. On a sample of 204 students from the Faculty of Philosophy from Serbia, the research showed that the two most impelling motivation drivers are Be strong and Please others, followed by the Work hard motivational driver [19]. Research confirms that certain professional styles result in highly productive employees, but they can be an obstacle in achieving a balance between life and work. Obstacles are often manifested through stress at work [20].

2.2. Life style

The term life style is determined by the ways leisure time is spent and needs are met, the ways of spending resources, and the characteristic interpersonal and social relationships established by an individual. It is also about physical, mental and social well-being. A health-oriented lifestyle contributes to a healthy relation toward work [21]. Values direct managerial actions towards the goals which they consider desirable and they have a motivational effect on behavior [22]. Lifestyle and a stressful life have an influence on the health and work of employees [23]. Values set requirements relative to the mind and activity of an individual and thus have a certain authority over them [24]. Because values require dedication to certain goals and behaviors, they shape a person’s life.
There are several guidelines in the field of value research. The theoretical framework used in this paper is the view of Olport which sees values as beliefs that are in line with human actions, giving them a special meaning of some kind of spiritual motivation factor in human behavior. According to his theory, every mature person has a built-in value system that gives meaning to his life. Different people have different central values that vigorously and permanently move them to certain activities. Starting from philosophical and anthropological considerations, Olport distinguishes the following six basic values: Theoretical, Economic, Aesthetic, Social, Political, and Religious. On the basis of the above typology, Olport, Vernon and Lindsey developed a scale for measuring the intensity of lifestyle preferences [25]. Later, the authors introduced changes in the conceptualization and method of measurement in their investigations. In several studies, these descriptions of lifestyles were examined on a sample of students of the eight grades of elementary school, where the metric characteristics of the instrument were tested[26].

In this paper, managers' lifestyle preferences will be tested by a modified Olport-Vernon-Lindsey scale of values that measures the intensity of the preference of ten lifestyles on a five-step scale: utilitarian style, family-sentimental style, egoistic orientation, orientation to popularity, hedonistic orientation, orientation toward power, Prometheus activism, altruistic orientation, cognitive style and religious-traditional style. The following are descriptions of the stated lifestyles:

1. Family-sentimental - Meet the person you love and who loves you, together with them, establish a family and dedicate yourself to them completely. Find the meaning of life in the family.
2. Hedonistic - Leave the present, enjoy pleasure, because the future is quite uncertain, and life is transient. Earned money does not need to be saved, but consumed to achieve as much immediate satisfaction in life as possible.
3. Utilitarian - Doing a well-paid job that provides good earnings and total financial security. Provide a rich and comfortable life for yourself and your family.
4. Altruistic - To do something useful for other people, to help them when they are unhappy or endangered, to be gracious and generous, even at the cost of personal renunciation.
5. Egoistic - Approach life so that you do not depend on others and you do not have to worry about someone else's worries. First of all, be concerned about yourself and your well-being.
6. Religious-Traditional-Believe in God and live in harmony with the teaching of your faith. In religion, try to find peace and truth about life. To be a good believer, respect religious holidays and religious customs.
7. Orientation to popularity - Become popular, be famous for sports, music, art. Often appear in public, have a lot of fans.
8. Orientation to Power - Choose for a life that provides great power, reputation and respect in society. Have a significant and recognized place and have a big impact on other people.
9. Knowledge (knowledge orientation) - Do research, search for new inventions and discoveries. To have as much knowledge as possible. Attend to seeking truth and studying nature, society and man.
10. Prometheus activism - Firmly strive to create a better and fairer relationship in the environment and society. Fight for distant goals and ideas, even when we do not succeed and when we encounter resistance in the environment. When it is necessary to give up immediate satisfaction at the expense of these ideas.

The research of the change in value orientations in the last two decades in our country indicates a decline in the popularity of lifestyles that implies advocacy for the general interests and well-being of other people, while lifestyles that focus on personal well-being predominate [27]. The value orientations of managers as well as their preferred lifestyles on the one hand are a product of the general state of society, and on the other hand, the product of the main actors in the organization[28].

2.3. Management style
The theoretical framework for understanding the management styles in this paper is the Hersey-Blanchard Situational Leadership Model [29] and it represents one of the most contingent models, because it is dynamic and flexible. It starts from the concept of a continuum, with the leadership being aimed at a task on one hand, and people on the other [30,31]. Management styles influence managerial behavior towards a qualitative approach [32]. The situation modeling of leadership developed by Paul Hersey and Kenneth Blanchard is one of the most important contingent models according to which the most effective leadership style changes depending on the "readiness" of the workers, which authors define as a desire to prove, as a willingness to accept responsibility as well as skills, the skills and experience needed to perform tasks [33]. Therefore, the goals and knowledge of the followers are important elements in the process of determining an effective leadership style.

Hersey-Blanchard believe that relationships between managers and followers go through four developmental stages and that the manager should apply a leadership style in accordance with the degree of development of his followers. In the initial phase, the most appropriate is the orientation of the managers to the task. Collaborators need to get a solid structure, instructions on tasks, rules and procedures. A manager who is not authoritarian in his attitude can cause concern and confusion in new followers. In the second phase of learning, behavior-oriented behavior remains a basic model of behavior, as followers are still not ready to function without a structure. The trust of leaders in associates and support are becoming more and more familiar to them, so that they increasingly focus on employee relationships. In the third phase, associates become more capable and motivated to prove themselves, and they are increasingly actively seeking greater responsibility. Therefore, the leader does not have to be authoritarian anymore and should provide support to associates, be careful and support the followers’ determination to take on greater responsibility. In the final phase, the followers no longer need guidance from managers, because they are more experienced, more confident and more independent. Situation theories describe the way in which the situation shapes the relationship between the conduct of the leader and the results and suggests that effective leadership requires a rational understanding of the situation and an appropriate response, more than a charismatic leader with a large group of devoted followers [34].

In accordance with the theoretical model of Hersey and Blanchard, this paper starts from the basic concept of the existence of two dimensions of focus that the manager has in his work: focus on the task (goal) or focus on people. In this paper we take into account only the individual aspect, since it was extremely complicated to set up a model in which we could evaluate the behavior of managers as seen by the team that guides it.

After processing the response, the results can be grouped into one of the following categories:

1. Directing - the manager provides detailed instructions to the associates and very closely guides associates,
2. Telling - when delegating, the manager defines principles, gives reasoning and engages collaborators more,
3. Participating - the manager assists colleagues in terms of clarification, leads when necessary,
4. Delegating - the goal is clear, and the job is left to collaborators.

2.4. Stress in organization

Numerous studies on work stress, which is related to the difficulty and content of work, dissatisfaction and not being adjusted at work, confirm different effects of work stress [35,36,37]. Whether it is due to the excessive demands of the workplace, job insecurity, irregular salaries or tight deadlines, work is often a great source of stress for a modern individual [38]. Professional stress involves a whole range of harmful physiological, psychological and behavioral reactions to situations [39]. An individual with a lower stress level will be more productive, more pleased and more motivated to work as numerous studies have indicated [40]. Siegrist [41] indicates that the
model Effort-reward imbalance is used in predicting health and in strengthening work-related relationships.

The research in this paper is based on the model of organizational health by Hart and Cooper based on Lazarus’ transactional model of stress [42] and Hart’s model [43] which takes into account the well-being of an individual and an organization, i.e. its financial goals and social responsibility. Sources of work stress (stressors) can be: individual – arising from the work role, group – caused by the group’s dynamics and managers’ behavior, and organizational – arising from the organization’s characteristics. Mobbing is a commonly studied and proven source of stress [44]. Stressors related to career-job insecurity affects the self-esteem [45], and it can lead to serious health complications; Organizational factors – organizational structure, culture, changes, communication, performance [46]; Stress is a partial mediator in the relationship between the challenges in the work-home relation and job satisfaction [47]. The work-family conflict is related to overall well-being of the employees and the organization.

Point 7:
Describe how you selected your sample and some additional data about your sample.

Response 7:

Respecting the rules on forming sample size, it ensures representativeness, or the possibility of obtaining a valid conclusion from the sample to the population. The sample is suitable and it consists of 618 managers, of varying hierarchical levels, employed in a service-type enterprise from the entire territory of the Republic of Serbia. The sample is represented by managers of both sexes, different hierarchical positions in the organization and the various types of work they perform in order to represent the population as faithfully as possible. Operational managers are involved, that is, in retail and wholesale facilities of different sizes (sales managers, i.e. managers and their deputies, and heads of departments in large sales units), as well as in executive services (executive directors, sector managers, heads of departments or managers of departments).

The sample included managers of a service company. The study was conducted in 2018 on a sample of 618 respondents of both sexes (344 women and 274 men), aged 19 to 59, 76% of respondents are married and have one or more children. The average length of the work path is 16 years, while the average length of the workplace in the company in which the research was conducted is 7 years among respondents. In accordance with the hierarchical structure of the organization, the largest number of respondents in the sample belongs to the category of lower management, 80.9%, and the middle management category 15.7% of the respondents, while the senior management category is 3.4%. More than three-quarters of the respondents (86.08%) are managers in operations, that is, retail and wholesale facilities, while 86 (13.92%) manage associates in professional services. A total of 940 managers work at managerial positions in the company at different hierarchical levels, of which 110 in professional services, while 830 in operations.

Data was collected by individual and group testing, with instruments belonging to the class of group tests. The test was anonymous and carried out on a voluntary basis. It only took about half an hour to complete the questionnaire. Respondents were given very detailed instructions.

The Ethics Committee made up of the Managing Director together with the Board of Directors approved this research and provided key feedback on the research. The feedback has had a practical benefit in order to improve business and solve key problems so that managers are more satisfied.
Point 8: In your discussion you say “hypothesis is confirmed” but no hypothesis has been given previously, neither the background that led you to develop a certain hypotheses has been provided.

Response 8: Hypothesis: We expect that life, working, and management styles are significant predictors of work stress, and moreover that management styles are significant predictors of work stress above the life and working styles. In part The present study - Thus, we explored prediction of work stress based on life, working and management styles. Furthermore, we explore the contribution of working and management styles above and beyond the lifestyles in order to get better insight into importance of these professional styles in work stress prediction. Thus, we expected that management styles contribute to the prediction of work stress beyond life and working styles.

Point 9: Provide additional theoretical and practical implications as well as research limitations.

Response 9: In part of Introduction:

In part of Introduction

This study wants to point out the gap in the relationship between organizational values and the styles of manager’s work and ways of reducing that gap[4].

The results obtained give suggestions in order to increase satisfaction through the balancing of life and work among managers. Meeting practical needs implies the development of awareness and care about the psychosomatic health of employees and their professional development. The managerial implication of the research is the implementation of sustainable human resource development strategies and development programs[6].

The research provides insight into the contribution of management styles to the balance of the private and professional life segments, as well as stress reduction in managers. The findings, based on a sample of managers of small businesses and private entrepreneurship, triggered additional questions about the direction of the influence of other internal and external factors of coping with work stress, manager’s capacity to overcome stress, and the most common strategies used for overcoming work stress, as well as the link between preferences of life and professional styles and management styles. The research conducted also has practical implications. The results obtained give suggestions in order to increase satisfaction through the balancing of life and work among managers. Meeting practical needs implies the development of awareness and care about the psychosomatic health of employees and their professional development. The managerial implication of the research is the implementation of sustainable human resource development strategies and development programs[6].
In part of Conclusion The theoretical contribution of this paper is reflected in the provision of additional information aimed at examining the relationships between the preferences of certain styles of leadership, professional style and lifestyle, and the exposure to the thinking of the manager, as well as a better understanding of concepts in particular.

The practical implication is to increase the satisfaction of the work life balance with managers, determine their needs and expectations, identify the most effective management styles in the organization that will contribute to the balance of professional and lifestyle management and the development of the management process, creating a realistic view of employee careers. The practical contribution of this study is reflected in the use of professional and lifestyles in the process of professional selection, as well as the integration of the value orientation of employees and management with the aim of fostering organizational culture.

The theoretical contribution of this paper is reflected in the provision of additional information aimed at examining the relationships between the preferences of certain styles of management, working style and lifestyle, and the exposure to the thinking of the manager, as well as a better understanding of concepts in particular.

It is recommended that the management of stress in the organization be recognized as a valuable investment for employees, because the importance of stress for both the individual and the organization is enormous [73]. It is important from the aspect of social policy and society in general, because raising awareness to the level of significance of the individual and the organization makes up the heart of society. The implementation of an employee health care program, as well as the establishment of a trust-based working time system [74] would contribute to the performance of teams and individuals, as well as the whole organization. The three highest ranked measures at the level of the organization for improving the health of the employees are: time to check health status, changes in the ergonomic conditions in the work environment, redefining the work of employees, and conducting training and education in the field of a healthy lifestyle [75].

Our research highlights the significance of healthy and safe environments, and the promotion of well-being and the quality of life of individuals within an organization. The implications of the research are useful for the organization in order to improve human resources and management policies and practices [80,81].

Limitations: The basic limitation of the research relates to the type of design of the research itself. On the basis of the data obtained, it is possible to conclude with certainty only the existence of significant relationships among the examined variables, while with caution, it can be assumed that the cause-and-effect relationships between the examined constructs exist as long as they are not checked by a longitudinal design. Consequently, one of the implications for future research is the monitoring of the proposed predictors of the stress model at work. It is an implication for some future research to create an experimental or longitudinal design.

It would be interesting to design a model of the research that would enable the comparison of the examined variables between the organizations in developing countries as well as a comparison between countries in transition and developed countries. The study shows the relationship only between the examined variables; however, it is possible to analyze the variables of manager’s capacity to handle the work-related stress and his/her most common strategies for that. The future research in this field can be
focused on the analysis of internal and external factors in coping with work-related stress, then on the connection between preferences for life and working styles and management styles on the sample of managers from numerous industries in which organizational cultures are significantly different, as well as the attitude to job responsibilities and approach to business processes management.

It would be interesting to check the situation regarding the stated goals and in some other organizations (smaller organizations), other economic branches (production organizations), then in state institutions, as well as in the field of private entrepreneurship, in which there are significantly different characteristics of organizational cultures, attitudes towards business obligations, and approaches to managing associates and managing business processes. Another important challenge will be focusing on the key psychological aspects of managers towards their well-being and sustainable development.