

The negative point of migration is that the most employable workers become emigrants. In 2014-2015 in the country held numerous inside -migration of people from areas of fighting of the East of our country to other regions of Ukraine.

The negative consequences of emigration are:

- Violation of family relationships, if one spouse stays abroad;
- No ability to control their own children in the event that both parents have gone abroad;
- Worse health of workers, who returned to Ukraine; because workers had no social benefits in illegal employment;
- «Outflow» intelligent young people, because of the inability of the country to find jobs in their field or the loss of skills of the labour abroad when people didn't work on the specialty;
- Migrant – workers remit some part of money to their relative but they are not converted into investments by unfavourable investment climate [2].

According to this, the bigger part of Ukrainian intelligentsia, professionals and future important workers emigrate, leaving Ukraine in the bad situation. As the most part of high qualified or future high qualified population so country stays without economy profit that country gets with the employees` work.

There is a problem of moral rejection of foreign workers, especially if they differ in ethical or religious values.

Especially painful is the threat of terrorism among migrants from east. There isn't one opinion about immigration influence on crime aspect. But nowadays this question is becoming a new vision, especially in a series of attacks in European countries by immigrant so-called Islamic State. So many countries are afraid of receiving migration from Syria. And maybe because of the problem of terrorism is so hard to get Ukraine visa-free regime with European Union.

To combat these problems government should:

- pay attention on unemployment;
- give work for all university graduates;
- improve non-state security and solve the problem of employment of internal displaced persons;
- improve the labour' legislation.

1. *Ponad 90% molodykh ukrainciv khochut' «zvalyty» za kordon.* [Online]. Available: <http://tsn.ua/ukrayina/ponad-90-molodih-ukrayinciv-hochut-zvaliti-za-kordon.html>

2. *Naslidky miznarodnoyi migratsiyi naseleennya Ukrayiny ta polityko-upravlins'ki diyi shchodo yikh vregulyuvannya.* [Online]. Available: <http://www.niss.gov.ua/articles/562/>

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ORGANIZATIONAL BOUNDARIES AND THEIR IMPACT ON PROCESSES OF KNOWLEDGE TRANSFER

As examples discussed in literature show however useful some decisions as to e. g. merging productive activities in different areas of given industry [1, p. 501: Porac et al. 1995] or concerned with hiring outsiders [1, p. 501: Siggelkow 2001] appear to be because of efficiency criterion, they all can fail. This is due to some affects that while to be discussed require that often adopted legal view on organizational boundaries in which boundaries are determined by the efficient locus of transactions is extended [1]. We need to become aware that there is also possible to take a more holistic view and to claim that workers in order to

maintain cognitive and emotional coherence about “who we are” may unconsciously shape organizational boundaries which then become to be a kind of mind-set which workers make use of [1, p. 502]. Also, one may wonder over some companies’ decisions to internalize previously subcontracted IT projects that may happen regardless of competence considerations, which is when companies do not pay attention to resource mismatches that limit competitive advantage [1, p. 499: Mayer and Nickerson 2005]. Things become obvious again when one takes into account that not only are boundaries seen in terms of the resource portfolio that coevolves with the environment. Besides a dynamic view it is also possible to adopt a permeable view according to which this is the sphere of influence over others that is made use of to conceptualize boundaries [1, p. 502]. Here, one should consider that it may be of little importance that competence dissimilarity suggests externalization when high dependence suggests internalization. The latter poses a threat only to competitive advantage while the former deals with organizational survival [1, p. 501: Mayer and Nickerson 2005].

Those results become to be especially important when we consider factors that have an impact on knowledge transfer as well as on knowledge intermediaries’ participation in it. Having defined innovation as a search process which involves inventors exploring “the space of possible combinations of ingredients, or recipes, for new and better alternatives” [2, p. 997: Nelson, Winter 1982] we can consider the wide spectrum of consequences of it. Because not only do inventors search for the best combinations of ingredients but also they search for the most effective methods of integrating them [2, p. 997], knowledge intermediaries that are expected to help them to achieve success are given the task to both take an advantage of their different social contacts and deliver the most novel (and helpful) information per unit of time to them [3, pp. 90, 91]. However, it seems to be insufficient to mention only about two reasons why transferring the recipe of a useful innovation can fail even between cooperative actors. Apart from both imperfections in the transfer process which cause that the recipient may not grasp the original recipe completely and the fact that the receiver may not possess a base of knowledge and skills to assimilate new information [2, p. 997] we should consider implications which result from organizational boundaries. In our last paper we propose that the relation between the level of knowledge complexity and social structure of knowledge broker should be investigated [4]. Taking into account that knowledge complexity can be considered to be a factor that refers to efficiency point of view the need to consider problems that are concerned with differences between organizational identities, their environments that change together with their resource portfolio as well as some possible threats as to the loss of autonomy emerge.

1. K. M. Eisenhardt, F. M. Santos, 2005, *Organizational Boundaries and Theories of Organization*, *Organization Science*, vol. 16, no. 5, pp. 491-508.

2. O. Sorenson, J. W. Rivkin, L. Fleming, 2006, *Complexity, networks and knowledge flow*, *Research Policy*, vol. 35, pp. 994-1017.

3. S. Aral, M. Van Alstyne, 2011, *The Diversity-Bandwidth Trade-off*, *American Journal of Sociology*, vol. 117, no. 1, pp. 90-171.

4. A. Janiszewski, *Conception of research on brokerage phenomenon in process of knowledge transfer in region*, [in:] monograph of II International Scientific and Practical Conference "Transformation processes in the conditions of contemporary challenges ", 24-25 IX 2015 r., TNUE, Tarnopol.