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FROM EMPLOYEE PERCEPTIONS TO ORGANIZATIONAL PERFORMANCE: CORRELATIONAL RELATIONSHIPS BETWEEN INTERNAL BAROMETER INDICATORS AND COMPANY EFFICIENCY

In an era of global economic uncertainty, understanding how human capital drives operational success is vital for ensuring organizational resilience. This study explores the correlation between organizational microclimate and performance, drawing on company data from 2022–2025. It aims to bridge the gap between subjective employee perceptions, captured through an internal "barometer," and objective productivity metrics, while incorporating qualitative insights into process evaluation. The findings reveal that employee engagement directly fuels labor productivity growth, though the impact typically manifests after a measurable temporal lag. These results validate the company barometer as a powerful predictive management tool and offer practical recommendations for process effectiveness. Ultimately, the study highlights how internal monitoring can transform employee feedback into a strategic asset for sustainable and efficient development.

Key words: *quality, productivity, efficiency*

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RE-EVALUATING THE ECONOMIC VIABILITY OF LITHUANIAN FORESTS UNDER GEOPOLITICAL RISK

Classical forest economics models (Faustmann, 1849; Hartman, 1976) evaluate forest value through timber production, carbon sequestration, and ecosystem services, yet forget the strategic defense value of standing forest cover. For Lithuania - a NATO eastern-flank state bordering Russia's Kaliningrad exclave and Belarus - this omission has direct policy consequences in the context of Russia's ongoing military aggression in Ukraine. The paper's aim is to develop and empirically validate the Faustmann-Hartman-Strategic (FHS) model, which formarlly integrates a Strategic Defense Option Value (SDOV) into the economic analysis of forest rotation decisions. The paper compares commercial harvesting and strategic preservation strategies across three geopolitical risk scenarios. Results show that under a moderate geopolitical risk level,, the preservation strategy dominates in risk-adjusted net present value terms, and the optimal rotation period lengthens significantly.

Key words: *forest economics, geopolitical risk, Faustmann model, forest policy, strategic defense option value*

Kaunas Faculty

ABSTRACT BOOK

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Abstract Book

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Annotation

The “20th Prof. Vladas Gronskas International Scientific Conference” conference is an arena for cooperation and scholarly fellowship with young researchers and bachelor, master, and doctoral students from Lithuania and foreign countries. It is an arena for open discussion where young researchers can present and share their scientific insights. This conference encourages internationalization and closer cooperation between science and business. The conference keynote speakers – business representatives – provide participants with new insights and inspiration for further research. The main goal of this scientific gathering is to contribute to a reliable, safe, effective, and sustainable economy and business development. Encouraging entrepreneurship is a crucial condition for economic growth, and this puts forward a new approach to business, creativity, value creation, and innovation. It is precisely in this context that business and science should interact.

Key words: international conference, entrepreneurship, economy and business development

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