

# INTERGENERATION TRANSMISSION OF SOCIAL INEQUALITY AS A THREAT FOR THE DEVELOPMENT OF CREATIVE HUMAN CAPITAL

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## Abstract

Social inequality, although are natural within a society, contribute for many negative phenomena and result in multiple problems. First of all they limit or even result in the loss of human capital that is stuck within the groups of citizens excluded from the economy for various reasons. Furthermore, due to the inequality present, the state is obliged to conduct actions and increase costs of social policy. Strong differences among the citizens contribute to the growing areas of poverty, resulting in the popularisation of unacceptable and harmful behaviour, and increasing tension between people. All of that may result in the social order destabilisation, both regional and global. This article is a report on the research on correlates – the conditions of the intergeneration transmission of social inequality as a threat for the development of creativity among the students surveyed. In its first and third part, the article presents selected concepts on the issue of social inequality, including the aspects of heritage, as well as the related categories. The second part hereof shortly defines the ‘social and economic development’ as the influence of social inequality on the national and economic expansion. Then the survey on a group of students (N = 456) has been presented, performed in an attempt to show the correlations between the creativity level and style, and the levels of the three social inequality categories listed (physical capital, human capital and social capital).

**Key words:** social inequality, stratification, social and economic development, creative human capital, creativity.

**Classification JEL:** M12 – Personnel Management.

## 1. Introduction

The social inequality, social justice or welfare redistribution issues have been present in many social disputes on various areas for years, because they are an integral element of the functioning of the society, and refer to various aspects of life: income, access to healthcare, possibility to use culture, consumption or division of labour. Despite various actions undertaken to decrease such inequalities, the attempts still are not successful. There are researchers who even claim, that social inequality constitutes a natural procedure, unfortunately an inherited one that cannot be completely eliminated. Hence, the analysis of this article focuses mainly on the considerations on the intergeneration transmission of social inequality. The fact that economic inequalities are inherited threats social and economic development of countries and causes sense of grievance and injustice, hence it affects the relations between various groups of the population (*Dorling, 2010*). The above assumption is coherent with the objective hereof: based on the background provided as well as on the factors determining the inheritance of social inequality and the possibility to eliminate it, supporting, and developing creativity as an inevitable attribute of intellectual capital, with simultaneously enhancing the motivation of creative individuals and their teams to develop and share unique solutions. The verification of the objective was performed by the survey on a group of students of the Warsaw School of Life Sciences representing economic, technical and medical faculties.

The above theoretical considerations as well as the survey performed constitute a basis for the *hypotheses*. H1: It has been stated that the social inequality correlated pose a threat for the

proper development of creative human capital. H2: Awakening of the creativity of individuals and research teams so that they share their intellectual welfare voluntarily and enthusiastically requires elimination of social inequality and effects of inheritance thereof.

## 2. The concept of social inequality

People have always been different, and one may safely state, that such difference are natural and necessary for proper functioning of a society. However, speaking of social inequality we mean the differences that are strongly opposed against and result from a form of social injustice. Such inequality is a category that is multidimensional and difficult to be precisely defined, a category described in the economic, social policy, legal or sociological literature. Defining the concept of social inequality, one shall consider the aspect significant for the society – those that define and affect the social position, vary people and determine the role played by a given individual in a community.

In reference to social inequality, B. Szacka wrote: “Sociologists dealing with the social stratification focus mostly on the differences that are basic for social inequality between people. Although it is difficult to find differences that would not turn into inequality at least by the division into the ‘better’ and the ‘worse’ ones. One may assume that people generally tend to see the variety as an inequality, hence the strong tendency to transform the differences between members of a community into inequality” (*Szacka, 2003*). According to K. Davis and W. Moore, the social inequality is a measure that allows appointing the people with the most appropriate qualifications on the most important positions, as long as it is appropriately used. This contributes to differing people by prestige and respect, and must include some institutionalised inequality (*Davis & Moore, 1945*).

On the other hand, P. Sztompka, defining the social inequality, states that it refers not only to individual properties, but also to the indirect ones, making some communities – social groups or some locations within the social structure – social positions (statuses) look alike. Membership of a certain group of holding a certain social position must be related to an unequal – easier or more difficult – access or at least higher or lower opportunity to access certain, socially valued goods (*Sztompka, 2002*). Such valued goods and limited and commonly desired. The quoted author states that the goods mostly stratifying people are: power, prestige and welfare. It also lists education, health and profession, and underlines that such values are also distributed unequally. The table below presents the definitions of social inequality according to the selected authors.

The definitions presented in Table 1 may lead to a conclusion that social inequality refer to uneven allocation of material and non-material goods in a society, generating the sense of grievance, protests and the sense of being treated unjust. They allow better understanding of the society, its functioning and relations between individual groups of the population.

In general, three approaches or ideologies on the issue of social inequality are distinguished in literature (*Sztompka, 2002*):

- The elitist approach – underlining the presence of social groups that are inherently ‘beyond’ others and therefore they shall have a better position in the society and hold the related privileges (e.g. upper casts in India or aristocracy in Europe);
- The egalitarian approach – opposes the inequality within a society and demands equal life conditions for everybody;
- The meritocratic approach – defines that social inequality may be justified as long as they are the result of one’s own merits. Such merits may include the efforts, labour, costs incurred, talent, specific skills, predispositions and self-denial.

Social inequality in their traditional meaning usually refer to the following categories: access to education and healthcare; opportunities to participate in cultural events; property and expenditures; life conditions; gender equality; access to social benefits.

The economic consideration include mostly the income and property inequality responsible for generating other categories of inequality. The research within the scope referred to above unexpectedly revealed that “the life quality deteriorates for most people when the income division becomes unequal – even if the economic efficiency improves” (Zysnarska, 2003; Budzińska, 2007). The inequality of access to education related to the opportunity to participate in cultural events result mostly from wrong legal and systemic solutions and the mental outlook of the society. However, one shall bear in mind that they also result from worse economic standing of individuals and of the country.

Table 1. Definitions of social inequality according to the selected authors (Budzińska, 2009)

Definition	Author
Social inequality means differences between individuals resulting from unequal division of goods by the society and from the fact that some work harder than others or selected a profession or career with more power than any other.	N. Goodman
When defining social inequality, it means a system that ensures disposing material means and possibility to divide them unequally. To achieve a high range by a certain social position, it must be socially important, and the fact of holding it requires appropriate high qualifications or talent. It is also highly remunerated and on a high position in the social hierarchy, providing high income, prestige, and valuable and beneficial social contacts.	M. Jarosz
The inequality is when some social categories of people are given more goods valued by a certain society than others. Valuable goods: power, welfare, prestige and respect, health, education, etc., seldom are divided equally.	J. H. Turner
‘Traditional’ social inequality, also referred to as the structural ones, include mainly the differences between social groups. Group differentiation is made by the fact of possessing a property by the members of a given group or not, affecting in result the access to certain resources, the social position of such individuals, the power they have, etc. This form of inequality is based on three basic concepts: differentiation, order and evaluation. The differentiation refers to the fact that any individual in some aspects is different than all the others, either for their physical appearance, characteristics, behaviour or experience. The order defines that individuals may hold different positions compared to each other on various scales, depending on the property analysed. This way it is indicated that some individuals have certain properties in larger or smaller extent, compared to others. An important aspect affecting the phenomenon of inequality occurrence is evaluation, when the differences between people are classified as better – worse, good – bad, superior – inferior.	M. Hamilton, M. Hirszowicz

The most complex category of inequality refers to life conditions, composed of multiple economic and non-economic factors, however, so far the life conditions’ analysis has been mostly performed based on the economic factors, since they are easier to capture and analyse. The economists analysing the life conditions focus mostly on the welfare. The welfare was mostly presented with the GDP, however, this approach is being strongly criticised nowadays, as the attention is being drawn to the fact that GDP is the productivity measure, not the welfare measure (Budzińska, 2001). Social inequality are also visible in the gender equality aspect – in particular on the labour market, where women are usually poorly remunerated for the sale work than men. Pursuant to the report of the Central Statistical Office in Poland (GUS) ‘The remuneration structure by professions in October 2014’, the average monthly remuneration of men was higher by approx. 20% than the average monthly remuneration of women.

Also the term of the so-called dynamic social inequality appeared in literature, also called the new inequality (Fitoussi & Posanvallon, 2000). Such inequality focuses on various intra-group differences and result from the economic, technological, legislation development and changing approach to the interpersonal relations. They are more individual and are related to the following categories: e.g. access to social benefits, employment model, geographic location, credit facilities’ availability or inter-generation differences.

The source literature distinguishes also the inequality within the category of employment model resulting from the growing liberalisation on the labour market. Flexible employment forms are becoming more and more popular, the employees are often forced to become self-employed and the employers withdraw from full employment model. The lack of full employment restricts access to certain benefits, e.g. the right to the redundancy compensation, sick leaves or paid holiday leaves. The employment inequality is also related to the inequality in the access to social benefits. The benefits are granted based on strictly specified criteria, mostly on the income. The individuals receive benefits only based on their income, however the costs related to the functioning of the individual are not taken into consideration. In result, the individuals that actually need social benefits are often deprived of it, because their income exceeds the set limits.

J. Fitoussi and P. Rosanavallon list also geographic inequality related not only to the aspect of the environment surrounding the individual, that may influence its health or well-being, but also economic aspects of life, e.g. in large urban areas. Our residence influences a number of aspects, starting from the residential conditions up to the number of public administration clerks per one inhabitant, the district of residence, public transport problems, development opportunities of the area or the amounts of taxes dues (*Budzińska, 2007*). The new inequality covers also the availability of credit facilities. Financial institutions specify a list of conditions and restrictions that do not need to be related to the income, but also the age of the borrower, employment model or military service.

The inequality depending on the biological aspects includes the so-called inter-gender inequality. The human age often classifies that person to a specific social group in advance, often against our will. In most cases the age affects our situation, either on the labour market, where the individuals aged 50 or more are more exposed to employment termination, their salaries are not raised and in case of unemployment, it is much more difficult for them to return to the market. The inter-generation inequality are also visible in the structure of the retirement pension scheme, based on the principle of premium-income proportionality, discriminating those that earn less (*Budzińska, 2007*).

The changes appearing in the societies shall constitute a reference point in explaining the concept of social inequality. One shall consider the modern problems, threats and areas of inequality, only then the actual influence on the social reality will be possible.

### 3. Social inequality and development

The concept of social and economic development means beneficial quantitative, qualitative and structural changes in the economy and society of a given country. Hence, the social development is defines as the expansion of freedom and possibility to live a life that individual people value and have reason to value (*UNDP, 2012*). The social and economic development is influenced by many elements, both measurable and non-measurable ones. The traditional measures of economic development based on the System of National Accounts include: GDP, NDP, GNP, and NNP.

Despite their faults, those measures are commonly used to evaluate the country development. However, they fail to take into consideration the qualitative aspects of the life conditions, hence also other measures are applied in evaluating the development. Such measures include:

- *Measure of Economic Welfare* (MEW) – considering the government and private consumption sensu stricte, the services of consumer goods capital, the value of free time, the effects of activities performed in households, the expenditures on the environment protection and the losses on the environment pollution and urbanisation (*Nordhaus & Tobin, 1972, Steward, 1974*);
- *Net National Welfare* (NNW) – applied in Japan, similar to MEW;

- *Index of the Economic Aspects of Welfare (EAW)* – by assumption, this measure presents a comprehensive set of qualitative changes in the community welfare, irrespective of the fact whether the changes were reflected by market transactions or not. EAW is based on the expenditures incurred on private consumption, adjusted by the expenditures on durable goods, advertisements, costs of depletion of natural resources, social costs bound with environmental pollution, the cost of commuting to work and the expenditures of the private sector on healthcare and education. EAW takes into consideration within its structure also widely meant services (capital, of households, related to durable goods), free time and public services sector, related mostly to healthcare and education (Zolotas, 1981);
- Greened GDP and NDP is a sum of consumption, savings and environmental services. The greened NDP is the adjusted greened GDP and its calculated net value. The greened NDP may be deemed a linear approximation of the welfare function. It takes into consideration of the direct use of environmental services and investments into natural resources (Żylicz, 2007);
- *Index of Sustainable Economic Welfare (ISEW)* – within this measure, the starting point comprises individual expenditures on consumption adjusted by the losses from the unequal division of income, harmful private expenditures, costs of using the resources and degrading the environment (water pollution, air pollution, noise, climatic changes and losses in the ozone layer) and other costs, e.g. the car expenditures (Graczyk, 2007; Śleszyński, 2007);
- *Genuine Progress Indicator (GPI)* – based on the individual consumption and expressed by monetary values, hence related to GDP. However, it focuses on estimating the human capital value, social capital and natural capital (Kubiczek, 2014).

The above-mentioned measures also are not perfect and their application means difficulties in gaining the necessary data. Therefore, the social and economic development is also measured with index (multi-aspect) measures, e.g. the *Human Development Index (HDI)* or the *Gender Empowerment Measure (GEM)*. They assess the level of economic development of a country rather accurately and comprehensively, and they are basically alleged that they focus on the qualitative elements of welfare too much.

It is doubtless that the social and economic development of a country is significantly influenced by the social inequality, hindering the development. First of all, in case of large income discrepancies, the poorer communities have more difficulties in access to education mainly. This affects the human capital, which is now the key factor of country development contributing to creating the competitive advance of a given economy. What is more, the income inequality limits the opportunities of clever and talented individuals that were born and live in poor families. This contributes to waste and unequal division of opportunities. Hence, the individuals who were unable to graduate from a university because of limited funds, have less opportunities to have an attractive position in a social and professional hierarchy.

The inequality results in a limited access to credit facilities (capital market) for many possible owners of small enterprises. Poorer social groups are either cut from the market and are unable to start their own business activity or their enterprises are underinvested with respect to the productive capital. Due to the risk, the banks expect severe collaterals from the prospective borrowers, and the poorer prospective entrepreneurs are unable to provide such collaterals. Also the enterprises themselves, due to the risk of the loss of financial liquidity, avoid highly profitable but risky areas of operation. Due to the risk, they avoid activities that require specialised productive equipment, and their operation possibilities are short, while the extent of activity scope is small (Garbicz, 2007). All of the above results in reduction of entrepreneurial behaviours and deteriorates the economic innovativeness.

Social inequality affects also the increase of political and social tension and conflicts that result in various pathologies and contribute to the growth in crime. To prevent and solve such conflicts, the state must commit more and more resources, both human and material ones. While such resources could have been used otherwise and contribute to the growth of the social welfare.

The concept that allowing dramatic income and property differences between individual social groups will not result in *fait accompli*, extremely difficult to be eliminated in future, is wrong. Social institutions are not changes and established freely, since the influential dominant social groups often have no interest in allowing such changes. The wealthy part of the society holds funds and tools to effectively make the political, regulatory and legal institutions dependent on their will and interests. In the world of large inequality, a weak state may be the interest of the wealthy elite. Decreasing the power of the ownership rights affects the economic growth and development conditions of such country, but the change of this situation is not necessarily compliant with the particular interest of the privileged. The occurrence of initial large inequality in the ownership division will generate strong political mechanisms for consolidating and intensifying such inequality. It allows for capturing the mechanisms of controlling the political decision-making processes and ensures a control on the exchange of information. The tools of publishing information as well as the main public media are also being centralised by one domestic or foreign capital holder (*Garbicz, 2007*).

Regional inequality related to the differences in functioning of strongly urbanised centres or large cities versus small towns and countryside also significantly influence the economic development. The advantage of urban areas consists mainly in a larger number of inhabitants (which, in turn, influences the human capital of the region) and also in the fact that households are much more wealthy. The increased population density positively influences the demand for consumer goods and translates into the better prosperity of the enterprises operating in urban areas. A large number of consumers with various expectations and needs also influences the increased variety of goods and services offered on the market, which contributes to the competitiveness of individual economic entities.

The issue of inequality is strongly visible between genders in the following three aspects: labour market, reproduction and the so-called *empowerment*, namely a potential influence, political power or representation in the decisive areas. It reflects the discrimination of the women with respect to healthcare, social status and on the labour market (*Krzymieniewska, 2013*). The tendency to push women on the margins of social and economic life and refusal to notice their potential prevents full use of their abilities, hence it limits the development opportunities of a society and economy.

Various inequality concepts draw attention to their functionality. Referring to that aspect to the *Gini coefficient*, it is believed that its too low level may mean a hyperactivity of the state in eliminating the social stratification, what may result in the loss of competitiveness and obviously affects the development opportunities of a given country, but its too high level will result in political, social (see the example of Arab revolutions strongly based on the social inequality) instability, generating poverty and exclusion (*Krzymieniewska, 2013*).

#### **4. Social inequality in Poland and its inheritance**

Social inequality may affect Poland's development opportunities, mostly due to the mechanism excluding some of the human resources of the country. According to the data published by Eurostat, more than 40 million of European citizens live in poverty. Social development presented in the most recent reports strongly underlines the issue of social inequality in multiple dimensions: access to education, healthcare, clean water, food, safety, natural resources, environment protection, and equality in terms of gender, race, origin, and culture. The report results significantly change the point of view on individual countries. The

data presented show that the most developed countries include the European, North American and Australian countries. However, the social inequality has the following effects: e.g. the United States that have always been leading on the list (no. 4 in 2009) fell by 19 items (and are now no. 23) when the report took into consideration social inequality due to the unequal income and access to healthcare (*Krzyminiewska, 2013*). In 2014, Poland was no. 34 with the HDI of 0.843. Therefore it is located within the group of countries with very high social development index. The same position is achieved when the non-income-related elements of the index are taken into consideration (HDI – 0.853). It is worth underlining that according to Eurostat, the inequality in Poland is decreasing. The Gini coefficient for Poland according to the EU SILC research in 2005 was 35.6 points, while in 2013 it reached 30.6 = 7 points (the EU average is 30.5 points). And the lower coefficient was obtained by such countries as: Czech Republic, Slovakia and Scandinavian countries. In Poland the *Gini coefficient* always has been higher than on other Middle and Eastern European countries due to relatively high number of farmers, who are traditionally located on the bottom of the income scale. According to the World Bank, within the last decade, the Gini coefficient in Poland was in average 34 points, while the employment in the agricultural sector was 16 percent. For comparison, the *Gini coefficient* for Russia in 38 points and every tenth employee work in the agricultural sector, while in Macedonia the numbers are 40 and 28, respectively. Hence, Poland is a country which is a little more egalitarian than Italy or Spain, but we are far behind Czech Republic, Slovakia, Sweden or Denmark. In that respect, our country works worse than the Western European countries, also those originating from the ex-soviet union (*Arak & Żakowiecki, 2015*).

A significant problem in Poland (and not only there) is the inheritance of social inequality. It means the transmission of social deficits with respect to various resources from one generation to the next. And it shall be noted, that the resources are widely meant. They include both those actually held materially by an individual or a social group, as well as those non-material ones, i.e. the human capital, social capital, cultural capital, etc. (*Szukalski, 2002*). The problem of inheritance of social inequality may be studied from various points of view, which shall include: intergeneration flow and their demographic importance (*Piketty, 2000; Szukalski, 2002*), legislation on the heritage and its meaning for social stratification, the effects of capital accumulation and its transfer from generation to generation, as well as its effects on the political, social and economic situation. The research on the transmission of social inequality from generation to generation is related mainly to the study on the welfare of individuals and their social positions in long-term, covering at least the lifetime of two generations (*Wilkinson & Pickett, 2010 for: Woźniak, 2014*).

In relation to the above and for the purpose of this article, the social inequality inheritance has been defined as the process of transmitting various social disabilities (material, social, cultural, and others) from generation to generation, that may result in limited creative development of the individuals born in families with low social and economic status. Similarly, one may state that the children born in poor families usually grow up to be poor adults, however, the adjective ‘poor’ although has been directly determined depending on the material status evaluation is also related to other aspects thereof (*Erikson & Goldthorpe, 2002; Szukalski, 2002*). The inheritance of social inequality is a problem present throughout Poland, and its profile and extent differ depending on the region and area. The group of individuals mostly exposed to the transmission of inequality may include: those living in deprived regions (in the country and in small towns) as well as children and youth from poor and poorly educated and unemployed families (*Woźniak, 2011*). In such a case it is assumed that the membership in a given category of family automatically poses a danger for that microstructure. Usually the properties include: poverty and penury, unemployment, ethnical origin, large number of children, being a lonely parent, living in a ‘poverty enclave’, low professional qualifications. (*Szukalski, 2002*).

The prevention of social inequality inheritance that aims to reduce the deficits in the absolute aspect thereof (facilitating the possibility to gain new competencies and the system of values acceptable by the society, healthcare support) as well as in its relative aspect (public transfers of material resources – supporting the poorest with public support from the resources ‘appropriated’ by the state by taxation on the income of the richest) seem to be important (Szukalski, 2002).

## 5. Empirical verification of the effects of social inequality inheritance on development of active creative human capital

In the survey, 456 students have participated representing three institutions of higher education from Masovian region, namely Warsaw University of Life Sciences – 398 questionnaires have been used in the process of analysis: 136 from technical sciences (TS), 149 from economic sciences (ES) and 113 from medical sciences (MS). Detailed presentation is shown in Table 2. The choice of research sample was based on the diversification of institutions of higher education which was crucial in reflecting types of creativity used in business practice. The literature of the subject matter differentiates three types of creativity, namely: technical, scientific and artistic creativity (Feist & Runco, 1993; Feist, 1998; Lumsdaine, Shelnut & Lumsdaine, 1999; Kloudová, 2010 for: Sokół, 2016). The particular attention in the research was paid to the scientific and technical creativity, since the representatives were active in that areas. The research was performed between June and July 2015 in Warsaw. The structure of presenting the results has been based not only on the answers to the questions and hypotheses stated, but also on a detailed analysis of the quality of the questionnaire used. First, the level of creative skills and the creativity style of the respondents have been verified, then the relations to the social inequality inheritance. The result in the Drawing Test of Creative Thinking TCT-DP by Urban and Jellen operationalised the students’ creativity levels. The creativity style was measured as an aggregate result in the KAI questionnaire by Kirton (Karwowski, 2009), where the high result means innovativeness while a low level means adaptiveness. What is more, the analysis of the students’ origin showed that 45% thereof lived in a country, while the remaining one grew in a city. The survey results have been provided in table 2.

Table 2. Numbers of respondents (own study)

398 students – 100%					
TS		ES		MS	
136 students		149 students		113 students	
34.2%		37.5%		28.3%	
Woman	Men	Woman	Men	Woman	Men
76 students	60 students	62 students	87 students	72 students	61 students
19%	15%	16%	22%	18%	18%

The main research aspects focused on testing and finding the correlation between the intergeneration determinants of social inequality among the students and their willingness to cooperate in tasks requiring creativity. The first part of the analysis referred to the selected quantitative parameters. The survey proved that the number of years of the respondents is poorly significant for the number of cooperation with respect to tasks requiring creativity. The strength of the correlation measured with Cramer V = 0.24 indicates poor correlation between the properties. Then the measurement of the correlation between the cooperation period and the number of ideas generated (with respect to the cooperation in the tasks requiring creative thinking performed for the representatives of creative human capital) has been measured. The strength of the correlation measured Cramer V = 0.47 indicates moderate correlation between



the properties within the group of respondents. The analysis of the initial research stage was focused on the evaluation of the differences on the level of reasons and aims of joining the performance of tasks requiring creativity. It shall be here underline that a human with his own creativity learns the surrounding world, its elements and properties, their correlation better and more precisely, hence developing its place in that world. The creative activity is an evidence of the development as well as the stimulating factor. What is more, the freedom and independence in undertaking and performing the tasks facilitate self-awareness – the awareness of one’s own strengths and weaknesses that in turn facilitates the understanding for the other people. Gaining experience independently contributes to the development of cognitive processes and imagination. It makes people more aware of the surroundings, determines the directions and details the interests. Responses of the creative human capital representatives have been presented in Table 3.

*Table 3. The reasons of undertaking creative actions - survey results (by the origin of the respondents: “M-city”; “W-country” in %), (own study)*

Reasons for undertaking creative activity	M	W
<b>The reasons based on natural needs</b>		
spontaneous actions resulting from the interest in the complex reality	53	47
the feeling of happiness from discovery and activity	79	21
sense of freedom and independence in undertaking and performing the activities	62	48
<b>The reasons based on the environmental conditions and its directions</b>		
the need of gaining the competence rapidly	48	22
directing the family environment to the creative development	31	25
consciously directing the environment other than the family to the creative development	45	65
unconsciously directing the environment other than the family to the creative development	15	37
<b>The reasons based on the future employment</b>		
gaining knowledge – helpful in problem situation, in particular in the case of the conceptual work	89	91
learning from the experience – gaining practical knowledge by observing one self and other employees as well as implementing new solutions to the work being performed	71	59
development of new approaches and beliefs – changing the current beliefs, reformulating the system of values, principles and behaviour standards	35	60
the ability to rebuild professional competencies – in the individual aspect and related to the individual competencies of an employee, their evaluation and improvement	81	74
cooperation and contribution to the personnel development - sharing knowledge and skills, using the knowledge of other employees, mutual learning and acting ( <i>coaching, mentoring, peertutoring</i> )	92	84

Then the number of the respondents who grew up in families representing various levels of inheritable social inequality. The study of the conditions of social inequality in the context of their inheritance and the willingness to undertake creative tasks has been performed with the use of Moore’s works (2005) who divides the social status inheritance process taking into consideration the physical capital (cash, land, real properties, movable property, productivity resources, etc., public ownership, debt), the human capital (knowledge, education qualification, ability to cope with problems, mental and physical health, mental/physical disability, intelligence), and the social capital (traditions, institutions, standards, system of values, social positions, access to the most decisive individuals, organisation, sponsors, the culture of poverty). It turned out that 38% of the respondents originated from families where the inequality in terms of physical and human capital is inherited, while 56% of respondents originated from families where the social capital inequality is inherited. On shall note here that in terms of the

physical and human capital, the social inequality was inherited by the individuals growing up in the country, while the social capital inequality was mostly inherited by the respondents from urban areas. Each of the above factors of the intergeneration transmission of social inequality has been analysed in terms of their correlation to the creativity level and style of the respondents.

*Table 3. Correlation between the creativity level and style of a student and the social inequality inheritance factors (own study)*

	<b>Creativity level</b>	<b>Creativity style</b>
Physical capital	-0.03*	0.12**
Human capital	0.27*	0.18**
Social capital	0.13*	0.15**

\* $p < 0.05$ ; \*\* $p < 0.001$

The survey results presented above show positive and clear correlations between the creativity level and style, and the parameters of the intergeneration inheritance of social inequality. The results of correlations presented above indicate namely that the higher the human capital in the above categories was represented by the family representatives, the higher level of creativity of the student presenting the more innovative creativity style. Unfortunately, the hypothesis assuming that the higher level of social inequality in that respect, the higher sense of instability and uncertainty among the respondents, hence the lower level and creativity and the larger number of adaptive creative activities. The social inequality with respect to the physical capital resulted in the lack of correlation between the creative skills and the increased adaptive activities among the students. The correlations between the specific aspects of the social capital and the creativity level and style among the surveyed students looks similar. And it shall be noted that the relations between the human capital inheritance level and the creativity level and style indicate the most significant correlation from all the categories studied. The poorest influence is effected by the correlation between the physical capital and the creativity level and style within the group surveyed. The conclusion of the survey may then constitute a statement that the physical capital's influence on the commitment to creative activities is poor or even none. These trends are visible in the same way by analyzing the data in terms of the place of residence of the respondents.

## 6. Conclusion

The research of the studies presented in the first three sections of this article clearly indicated that the social inequality is important for the social and economic development of both individuals and the whole society. In that context, the particular importance is given to the intergeneration transmission of social inequality that may consolidate and intensify the social status of an individual. The aim of the research provided in this article was to describe the correlation between the creativity level and style of the students and the social inequality inheritance. The survey performed confirmed both hypotheses stated (only the results of the experiment on the physical capital showed no correlation with respect to creativity level) and its results were coherent to the theories on the social inequality inheritance and their influence on the life of an individual within a society. In this connection it should be observed that creativity is developing normally in society if environmental conditions (it cares about the growth of the positive elements of life in the intergenerational effects of inheritance) are formed correctly in the field:

- Increasing the level of knowledge;
- Increase educational qualifications;
- Increases ability to cope with problems;
- Cares the correct mental and physical health;

- Cares traditions;
- Cares standards, system of values;
- Has the right attitude to the position in the community, access to key decision makers, organizations, patrons;
- Limited culture of poverty.

However, one shall note that the research presented above was not free from limitations, the correlative research on the reasons of the above-mentioned correlations on that randomly selected group of students may not exclude the relations opposite to the assumed ones.

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