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Streszczenie rozprawy doktorskiej w j. angielskim

The subject of this thesis is the process of managing the career of employees in enterprises and institutions. The thesis organizes and expands knowledge about the career and the course of the career management process. The thesis analyzed the process of managing the career of employees in enterprises and institutions. The author also attempted to fill the research gap about career and its relationship with selected elements of personnel management.

Chapter one describes the essence of a career and professional career management. This chapter discusses the concept of a professional career, its stages, types, career models and career patterns. This chapter also describes the concept and the process of career management, career paths, and barriers to career development.

Chapter two describes the key determinants of shaping the career of employees. The concept of competences and their types, professional qualifications and interests are discussed here.

Chapter three shows the relationship between career development and selected elements of personnel management. The selection of employees, training, assessment, motivation and other career determinants, such as talent management programs, coaching and mentoring, as well as employee movement were described.

Chapter four contains the results of the survey on the examined sample of employees and management in the surveyed enterprises. This chapter also introduces the research methodology used and the characteristics of the populations studied. The results of research on the relationship between a career and selected elements of personnel management are presented. The results of the impact of motivation, training and assessment on career development are presented. The influence of other determinants of career development, including talent management programs, coaching and mentoring as well as employee movement on the career development are shown. This chapter also contains conclusions and recommendations for theoreticians and practitioners of personnel management.

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Chapter five - the last one covers the results of research on the examined sample of employees and the management staff in the examined institutions. This chapter contains the characteristics of the studied populations. The results of the correlation between the career and selected components of personnel management are presented. The chapter contains results of impact, motivation, training and assessment on career development. The impact of other determinants of career development, such as talent management, coaching and mentoring programs, and employee movement on career development are shown. The chapter also contains conclusions and recommendations for theoreticians and practitioners of personnel management.

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