

Summary

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FUNCTIONAL FLEXIBILITY OF THE ORGANIZATION A PROFESSIONAL SATISFACTION OF PEOPLE WITH DISABILITIES IN THE OPEN LABOR MARKET

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Nowadays, organizations are exposed to enormous and unpredictable variability in the environment and variability in internal conditions, and therefore they need to demonstrate flexibility. Organizational flexibility of enterprises is one of the challenges of effective management and it is the ability and capacity of an organization to respond to the introduction of changes and to react to any changes. It can refer to individual parts or spheres of activity, but also to the enterprise as a whole. Of particular importance for the functioning of enterprises is flexibility in the personnel function and the area and scope of work. Functional flexibility in the company affects employees who, as a result of flexibility undertaken by the company, among others, improve their competencies and qualifications and declare an increase in professional satisfaction. A special group of employees are people with disabilities, who now constitute an increasingly numerous group in Poland. The vast majority of people with disabilities are able to work professionally with appropriate employment conditions, and their job satisfaction has a strong impact on the company's functioning and development, as well as on achieving a competitive advantage. Therefore, the theoretical and empirical considerations undertaken in this dissertation are of great importance in the management practice of enterprises that increasingly often offer jobs to people with disabilities on the open labour market. The layout of this dissertation was subordinated to the indicated objectives and built hypotheses. The dissertation begins with an introduction, followed by two parts - theoretical, which includes chapters one and two, and

empirical, which includes chapters three, four and five, and a conclusion. In the theoretical part, the author has analyzed the international and domestic literature on flexibility with particular emphasis on functional flexibility, as well as job satisfaction and the factors that influence this job satisfaction. In the empirical part of the paper, i.e. in the third chapter, the author presented the methodology of his own research, both quantitative and qualitative. He presented the theoretical framework and then presented the main research problem in the form of the research question: How do company actions in the area of functional flexibility affect the job satisfaction of people with disabilities in the open labor market? and specific research questions. The author presented the main research objective: Assessment of job satisfaction of people with disabilities employed in the open labor market from the perspective of functional flexibility activities, which he disaggregated and the main hypothesis: A higher level of functional flexibility of the organization positively affects the level of job satisfaction of people with disabilities in the open labor market and five specific hypotheses, as well as a research model that presents the direction of the research undertaken. In the fourth chapter, the author presented the characteristics of the respondents, the level of general job satisfaction and in particular aspects of the current employment of people with disabilities employed in the open labour market in the Silesian Province. In addition, he presented an evaluation of corporate functional flexibility measures and an analysis of the results concerning the impact of corporate functional flexibility measures on the respondents' level of satisfaction. Finally, the author summarized the results of the quantitative study and verified the research hypotheses. In Chapter Five, the author presented the results of the qualitative study, presented the characteristics of the study sample, and then the description of all seven cases, which was done on the basis of the prepared interview scenario. Then he summarized the results of the qualitative research. Conclusions resulting from the literature review and conclusions from the empirical analysis were summarized by the author in the conclusion. The quantitative as well as qualitative research conducted on a group of people with disabilities employed in the

Silesian open labour market has shown that all highlighted measures in the area of functional flexibility positively influence the level of employees' satisfaction. An in-depth analysis of the results of the quantitative research confirmed that increasing company activities in the area of position self-control and position responsibility positively determines the level of satisfaction of the respondents. In conclusion, the conclusions drawn allowed the author to construct recommendations in the area of management for entrepreneurs employing people with disabilities on the open labour market and to indicate the limitations of the conducted research.