

Abstract

Organizational culture and human resource management are extremely interesting issues, especially in the face of the challenges posed by modern times and ubiquitous globalization. Due to their multidimensionality, complexity and multifaceted aspects, these issues are both an interesting task and a space for research activities through the prism of management sciences. Globalization has caused that a significant number of enterprises operate in an international environment. Enterprises are taken over both through mergers, but also through expansion and launching of foreign branches. The consequence of such actions is the need to employ or international delegation of employees from different countries, with different cultures, different needs, expectations, aspirations, competences, characteristics etc. Efficient international management, cultural intelligence and awareness of cultural differences are essential.

A huge role should be assigned to organizational culture. The culture based on the real values of the company, developed and implemented every day by all employees, compatible with the strategy and goals of the economic entity, mobilizes to effectively carry out tasks, search for innovative solutions, development, etc. Organizational culture permeates all aspects of an organization's life and undoubtedly has a significant impact on its success or failure. Nevertheless, organizational culture is a broad issue, which is why this dissertation mainly focuses on corporate values of organizational culture.

Noteworthy is also human resource management, which at the turn of the decades, but also over the past several years, has undergone many changes. Current human resource management is strategic. It is not only care for the administrative part related to the employment relationship, but before all real business support, through consulting, proactivity in action, creating practical tools and offering adequate solutions.

The combination of a strong organizational culture and modern human resources management gives the opportunity to create a successful, efficiently functioning enterprise, which is also an attractive workplace for employees.

The above considerations have become a premise justifying the need to become interested in the subject of organizational culture and human resource management in international enterprises. The main goal of this dissertation is identification of human resource management processes in international enterprises and the impact of organizational culture on their course.

The main goal is to be achieved through the implementation of smaller, partial research objectives in theoretical and practical dimension.

The goal of the dissertation defined in this way became the basis for formulating the following research hypothesis: corporate values of organizational culture determine human resource management processes in an international enterprise.

The structure of the doctoral dissertation and its substantive content were subjected to achieving the adopted goals and verifying the proposed hypotheses. The construction of this thesis includes five chapters, an introduction and conclusions. The structure of the thesis comprises two parts. The first part comprises the first three chapters covering the theoretical basis of the discussed problem domain based on the literature studies. Chapter four and five constitute the research part of the dissertation and comprise empirical research that verify the proposed research hypotheses.

The first chapter of the doctoral dissertation was devoted to the issue of organizational culture in an enterprise. The second chapter focuses on human resource management in the enterprise. The third chapter refers to the role of organizational culture in the human resources management processes of international enterprises. The fourth chapter is devoted to the analysis of corporate values of the organizational culture of the surveyed international enterprises. The interpretation of obtained data from both qualitative and quantitative research was presented.

Chapter five of the doctoral dissertation assesses human resource management in the context of the organizational culture of the international enterprises surveyed. Similarly to chapter four, the interpretation of empirical data from qualitative and quantitative research was included.

The conclusion of the doctoral thesis includes a summary of the conducted theoretical and empirical studies and conclusions drawn from verified research hypotheses.

This doctoral dissertation is an attempt to find links between organizational culture and the effects of human resource management in international enterprises. The results of the conducted research can serve as a starting point for further reflection on the relationship between organizational culture and human resource management in the context of international management.



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