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**Abstract of the doctoral dissertation entitled: Management of disabled employees and ergonomic conditions employment**

The doctoral thesis analyses the concepts of managing employees with disabilities and the ergonomic conditions of their employment. Due to the dynamic development of new technologies, the changes taking place in the labour market have become an excellent opportunity for people with disabilities to find work and provide it with conditions that are safe for them and their environment. Unfortunately, employees with disabilities still struggle with difficulties in finding employment (in line with their education) for reasons beyond their control - one of the biggest obstacles are the still widespread architectural barriers, which effectively prevent the disabled from fully participating in social and professional life. The negative approach of employers to the employment of employees with various degrees of disability is also becoming increasingly common. The basic problem that was examined for the purposes of the work is to determine the concept of managing employees with disabilities and the ergonomic conditions of their employment.

For the purposes of the prepared dissertation, the following detailed problem was identified: Does disability have a significant impact on the management of a disabled employee? The main hypothesis and four auxiliary hypotheses were also indicated:

- Main hypothesis: management of employees with disabilities and work organization in the enterprise ensure adaptation of the work station and tasks to the needs of the employee with disabilities.
- Auxiliary hypothesis 1: individual management of employees with disabilities increases their job satisfaction.
- Auxiliary hypothesis 2: adaptation of the work station significantly facilitates the performance of professional duties by employees with disabilities.
- Auxiliary hypothesis 3: applicable legal regulations sufficiently oblige the employer to provide employees with appropriate working conditions.
- Auxiliary hypothesis 4: conditions beyond the control of the employee and employer are a significant obstacle to find employment by people with disabilities.

The dissertation consists of the introduction, five chapters and the conclusion.

Chapter 1 focuses on describing the basic definitions and concepts related to human resources management, in particular focusing on the goals and determinants occurring in this

process. This chapter also includes theoretical models of management and indicates the roles and tasks of HR departments, which may prove to be extremely important in the employment and integration of employees with disabilities.

Chapter 2 defines the legislative and administrative conditions that describe the employment of employees with disabilities. This part of the work presents definitions of disability and describes the most important rights of employees with disabilities in the workplace. An analysis of the benefits and obligations of employers employing employees with disabilities is also made.

Chapter 3 addresses issues related to the organization and planning of work of employees with disabilities. The important role of motivational factors in managing employees with disabilities has been indicated and the ergonomic work environment of employees with disabilities has been discussed in detail.

Chapter 4 presents the results of own research conducted for the needs of the dissertation, which provide important practical information on the methods of managing employees with disabilities and the conditions of their employment, as well as the greatest obstacles related to their performance of work or finding employment.

Chapter 5 focuses on presenting the perspective of employers employing people with disabilities. The results of the interview conducted for the purpose of the work with selected employers were presented and the challenges they face in connection with employing employees with disabilities were indicated. A management mode developed for the purpose of the work, whose aim was to facilitate the processes of integration and support for employees with disabilities in the professional environment, was also presented,

In conclusion, the analyzed content and results of the conducted research were summarized and final conclusions were drawn.

Keywords: disability, management, safety management, ergonomics