

1. Record Nr.	UNINA9910904074403321
Autore	Bednarska-Wnuk Izabela
Titolo	Wewntrorganizacyjna mobilno pracowników – perspektywa organizacji / Izabela Bednarska-Wnuk
Pubbl/distr/stampa	ód [Poland], : Wydawnictwo Uniwersytetu ódzkiego, 2021
ISBN	83-8220-752-9
Descrizione fisica	1 online resource (1 p. 342)
Soggetti	Economy Business Economy / Management Human Resources in Economy
Lingua di pubblicazione	Polacco
Formato	Materiale a stampa
Livello bibliografico	Monografia
Sommario/riassunto	<p>The monograph is theoretical and empirical. It is aimed at using the competency potential of employees by the organization based on conscious and purposeful activities within the scope of internal mobility. These activities are primarily the result of the activity of an organization focused on implementing solutions in this area. The monograph presents an original proposal of the concept of functions and key organizational solutions for internal mobility. It not only describes their description, but also defines the possibilities of their formation against the background of management instruments: structure, strategy and procedures. The structure of the work is subordinated to six chapters. They result from the scope and nature of the undertaken literature studies and conducted empirical research. The first three chapters constitute the theoretical basis and the background for the considerations carried out in this monograph. The next three present the methodology and results of empirical research and outline recommendations for management theory and practice. Based on theoretical considerations and the results of own research, it was noted that today an organization should consciously manage the process of internal mobility. Therefore, a procedure has been developed to manage this process, including the assumptions of the</p>

concept, characteristics, limitations and practical implications. The possibilities of shaping the internal mobility of employees in contemporary organizations were also determined. At the end of this monograph, the potential directions of further scientific research and the limitations of the conducted empirical research were indicated.
