

Human resources risk management in public universities (on the example of the Lodz region)

Abstract:

Risk management is one of the key elements of modern management. The risk occurs at every level and in all areas of organization management. This also applies to public universities, which fulfill the tasks of students education and development of scientific research as well as have important social and economic functions.

One of the types of risk, that can be encountered in the activity of all organizations, is human resources risk. It is usually manifested in the spheres of employment planning, selecting, motivating, developing and re-employing of staff.

The main aim of this dissertation is to identify and assess importance, course and conditions of human resources risk management process in public higher education institutions as well as to formulate proposals improving human resources risk management in these organizations. This aim is realized in the dissertation in the form of five specific objectives.

Based on literature review and initial assessment of the situation in higher education institutions the following research hypotheses were formulated:

H1: The character of risk management in public higher education institutions is mainly connected to public nature of these institutions and depends on a number of conditions of which external legal provisions are of primary importance;

H2: The effective human resources risk management in public higher education institutions has strategic importance for organizations and has a crucial impact on the implementation of basic tasks associated with the university's didactic and research activities;

H3: The main areas of human resources risk management in public higher education institutions are related to successive stages of the human resources process and concern both academic teachers and non-academic employees;

H4: Human resources risk in public higher education institutions can be expressed and measured by a number of components related to the activities of the university taking account of the probability of a given event's occurrence as well as the scope and strength of its impact;

H5: The main barrier of human resources risk management in public higher education institutions is low awareness of the occurrence of this type of risk and the depreciation of its impact on the university's activity among members of the governing bodies of the university.

In an attempt to empirical verification of the abovementioned hypotheses, extensive research was carried out using three research methods. Those are: expert research, surveys and monographic studies using the case study method. The results obtained on their basis allowed to full confirmation of the four hypotheses (H1- H4). However, the fifth hypothesis (H5) was partially confirmed because no direct relationship between the level of awareness and behavior of the members of the governing bodies of the university and the efficiency of human resources risk management was found.

The analysis of literature sources presented in five chapters of the doctoral thesis and the results of empirical research allow to conclude that the aims of the dissertation were achieved since it was possible to identify the determinants and build a model of the process of human resources risk management in public higher education institutions. The results of research which can be found in this doctorate also verified this model on the example of selected universities and formulated a number of proposals to improve human resources risk management in public universities.