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Abstract of PhD thesis: "**Human capital flow from large enterprises to the SME sector companies**".

PhD thesis written

under academic supervision of

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Human capital is a key element deciding about competitiveness and economic success of modern organizations. It includes as well micro, small and medium sized enterprises, which play a crucial role in polish economy. Their input to it is seen in elements such as: GDP creation, number of these enterprises compared to all active companies and by comparing employment level in the SME sector to all employees in the economy. It's a varied group sensitive to external environment impact, and which development is determined by both their quantitative and qualitative features. These enterprises due to significant asset shortages stand in front of challenges connected to human resources management.

One of the aspects, which may positively influence competitiveness of small business may be acquiring human capital developed in large enterprises. Big companies due to resources they control, have bigger possibilities in terms of employee development, and the management methods and techniques that they use may serve as benchmark for small business. Due to the above argument, acquiring human capital from large enterprises may constitute a source of benefits for the SME sector companies. Human capital flow from large enterprises to small business is a process taking place in the economy, however there is lack of theoretical base explaining its cause, mechanism and effects. It indicates a research gap, which is a reason to explore this area.

Taking above into account, main aim of the thesis is to develop theoretical model of conditions determining human capital flow from large enterprises to the SME sector companies and to determine and measure the effects that result from this economic process for the small business.

Given scientific problem is presented by both theoretic and empiric perspective, which answer to identified scientific gaps. 7 specific aims of the thesis create operationalization of model, which select scientific tasks aimed for explanation in this thesis.

Structure of the thesis is strictly connected to its aims. It consists of introduction, 2 theoretical chapters, 2 empirical chapters, conclusion, bibliography, list of figures, list of tables and annexure. In theoretical chapters of the thesis, own concept of forms, phases, conditions and positive and negative effects of human capital flow from large enterprises to small business, was developed. In this part of the thesis 4 scientific hypotheses were identifies, which correspond directly to both specific and main aim of the thesis.

Creation of theoretical model of conditions of human capital flow from large enterprises to the SME sector companies, and benefits and threats that result from this economic process constituted a base to start empiric research, which was conducted by using two research methods: case study, based on standardized interview and survey research. Qualitative research created a based for preliminary verification of model concepts, which were later confirmed by representative sample of 356 SME sector companies that operate in Poland. Survey research allowed to verify research hypothesizes, providing at the same time basis to formulate theoretic and methodic conclusions, and recommendations to both the owners and managers of the small business companies. Based on the above, it can be given that the main aim of the thesis has been achieved.

The thesis has been created by using 244 literature positions, both domestic and foreign, from the small business area, human capital concept, human resources management concept and other. 4 legal acts, 17 reports about the SME sector in Poland, 1 study concerning innovations and 5 internet pages, were used as well in creating the thesis.