

CONTENTS

Foreword	7
1. Anna ALBRYCHIEWICZ-SŁOCIŃSKA – Work environment management and sense of health security among healthcare professionals	11
2. Ewa BECK-KRALA – Employee well-being from the perspective of human resources professionals	27
3. Marcin BERLIK – Identification and evaluation of ergonomic inconsistencies in the manner of performing control activities by the glider pilot	39
4. Magdalena BSOUL-KOPOWSKA – Communication with patients and the quality of medical services (on the example of handling patients at the reception desk)	53
5. Felicjan BYŁOK – The role of leadership in stimulating the growth of vertical trust in companies	67
6. Wiktoria CZERNECKA – Input data of scenarios for the implementation of ergonomic projects in a manufacturing company	81
7. Daniel GAJDA – Implications of talent management: impact of development practices on the work engagement of talented employees	91
8. Magdalena GRACZYK-KUCHARSKA – The role of green competencies for the sustainability manufacturing grow: preliminary research	105
9. Maria JABŁOŃSKA-WOŁOSZYN, Marzena PIOTROWSKA-TRYBULL, Stanisław SIRKO – Improving the technical training process in the Armed Forces – research report	119
10. Wojciech JARECKI – Studying "management" as a challenge to develop your own competences	135
11. Monika KLEMKE-PITEK – Support for teachers' competences in the teacher training school model – a case study	143
12. Jolanta KORKOSZ-GĘBSKA, Katarzyna MODRZEJEWSKA, Dariusz PARZYCH – Social innovation in solving significant and complex problems of the Mazovia region	157
13. Elżbieta KOWALCZYK – Digital competences of generation Z in the area of work and professional development	169
14. Grażyna KRZYMINIEWSKA – A methodology to research competencies of the young generation in the economy of the future. A proposal of new research tools	183
15. Marek KUNASZ – The impact of personality traits of individuals on organizational silence in its four forms	193
16. Anna LEMAŃSKA-MAJDZIK – Digital competences of human resources of organizations and competitiveness of SME enterprises	203
17. Anna LIPKA, Monika KARCZEWSKA – Perception of pandemic illustrations in the times of homo videns and heightened health risks	215

18. Maria MAJEWSKA, Joanna NIEŻURAWSKA-ZAJĄC – The impact of the Covid-19 pandemic on the expectations of employees belonging to generation Z towards the incentive system	229
19. Agnieszka MALKOWSKA, Mariia VIKHASTA – Evaluation of internal communication of an organisation on the example of a student self-government	243
20. Urszula MARKOWSKA-PRZYBYŁA – Internal social capital of enterprises in Poland	255
21. Marta MISZCZAK – Leader’s digital competence in motivating employees during the Covid-19 pandemic – research findings	269
22. Teresa MIŚ, Dariusz ZAJĄC – Barriers to the purchase of organic food from local producers	281
23. Joanna M. MOCZYDŁOWSKA – Women managers' professional career versus motherhood	293
24. Dorota MOLEK-WINIARSKA, Katarzyna MIKOŁAJCZYK – Case studies of well-being practices in companies during the pandemic	305
25. Małgorzata OKRĘGLICKA – Digitization of business activities and human resources orientation on sustainable consumption and production	317
26. Katarzyna OLEJNICZAK-SZUSTER – Is employee diversity relevant? Assessment of the impact of diversity management on soft and hard aspects of management	327
27. Iwona OLEJNIK – The concept of lifelong learning – managers' expectations and youth attitudes	337
28. Agata PIETROŃ-PYSZCZEK, Magdalena BOROWSKA – Employee competencies as a factor conditioning the application of empowerment	351
29. Jarosław POTERAŁSKI – The ESF support for the improvement of workers’ qualifications at a regional level	365
30. Olena SHELEST-SZUMILAS – Digital competences of young people: the results of a study of secondary-school students in the Greater Poland Province	377
31. Małgorzata SIDOR-RZĄDKOWSKA – VUCA or BANI? – The challenges of human capital management in post(?)pandemic times	393
32. Agnieszka SOKOŁOWSKA-DURKALEC – Socially irresponsible actions in the economic area towards employees in a small enterprise	403
33. Aneta SOKÓŁ – Creative life orientations of employees of creative organisations ...	415
34. Izabela STAŃCZYK, Magdalena M. STUSS – AL tools applied in HR 4.0 – research findings	425
35. Jolanta TARAPATA – Modern technological means used by modern companies in marketing communication	437
36. Anna TOMASZUK – Determinants of the relationship quality in the perspective of the enterprise – business environment institutions	449
37. Anna WALIGÓRA – Social entrepreneurship of the New Generation in the New Economy	463

38. Małgorzata WESOŁOWSKA – Long-term emigration of Polish women from the perspective of motives and consequences in the professional field	475
39. Grzegorz WOJTKOWIAK – Implementation and use of remote work tools	489
40. Katarzyna ZADROS – Social responsibility in human resources management in public institutions during Covid-19 pandemic – a Smart City perspective	501
41. Agnieszka ŻARCZYŃSKA-DOBIESZ, Barbara CHOMAŃTOWSKA, Iwona JANIAK-REJNO, Andrzej STRUGAŁA – Generation Z in uncertain time of Sars-Cov-2 – how do they feel far away from office?	513