

FOREWORD

The idea of human resources management rightly attracts attention in the economy, society, and scientific research, while human capital management handles the question of how to function rationally in the increasingly complex reality. To better identify the processes taking place in the two areas it is necessary not only to apply a scientific approach and work out rules and theories to describe the new reality, but also to implement them effectively in business practice.

The multitude of concepts and approaches to human capital, considered on both micro- and macro-scale, derives from the interdisciplinary nature of the term. Even though hitherto the predominant analyses in the area of human capital were part of economic and management sciences, more and more frequently it is possible to encounter subdisciplines derived from diverse areas of research, which are integrated by this broad term (e.g. psychology of labour, sociology of labour, business ethics). The human capital category thus becomes an object of detailed analysis shared by environments which focus on joint research of similar analytical phenomena, though most probably taking different viewpoints.

Therefore, research topics are in abundance. Representatives of various research disciplines engage in research projects on human resources and human capital management, thus participating in the exchange of knowledge, research results, views and experience in the said areas. This publication is an example of activity demonstrated by academic circles and business practitioners, who are interested in contemporary challenges of human resources and human capital management.

This publication of The Silesian University of Technology Scientific Papers, Organization and Management Series contains 43 articles which are the outcome of the research and analyses completed by researchers from renowned research centres in Poland. The issues addressed in these articles regard in particular the challenges of public sector management in the context of the social policy and social justice, flexible management of human capital, human resources competences and developing organisational relationships in enterprises, corporate social responsibility, and support to be provided to employees at different stages of their careers.

The authors should be greatly appreciated for their contributions in the form of compelling articles, also reviewers should be acknowledged for their valuable comments and pertinent suggestions which helped to perfect the reviewed articles. Hopefully, the readers will greatly appreciate the high level of the papers and they will meet the readers' expectations.

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