

If you've ever shared knowledge, used social media or created new relationships in order to improve your on the job performance or find new employment, this project will seem familiar to you. This project aims to better understand what employees do. These behaviors may be defined as **network competences**. This study brings particular focus to **knowledge workers**. This group includes professional with large stocks of knowledge and who are able to apply it amidst changing labor market conditions. This is a growing group in the labor market and their management is a challenge for the organizations which employ them. Initiating and maintaining interpersonal relations between people in social networks is nothing new. Known concepts include 6-Steps (Miligram) what means that only 6 other persons, one by one, can contact you with everyone on the globe. (Granovetter) which states that individuals whom we know only peripherally tend to create larger opportunities for finding employment than individuals with which we are in close relations. A good social network means that employees achieve higher compensation. In many instances, this network eases the process of advancement and aids in professional development and improves workplace outcomes. Knowledge workers are said to be carriers of capital but not employment. Such workers offer employers their valuable knowledge capital as well as a stock of capital which originates from others in his/her network. Nonetheless, with access to a contact network and a high position in the organization because of their knowledge stock, these workers become more autonomous. As a result, the management of these workers is ever-changing and requires new tools and techniques. The relative importance of network competence strengthens as we use continue to use a growing number of technological and social media tools at work. The workplace is not necessarily located at company headquarters but rather at home or in a mobile office. Organizations and their managers expect knowledge workers to be independent problem solvers who are able to cooperate with other employees, clients and business partners. The primary goal of this proposed project is to examine network competence in order to better understand what knowledge workers do. A second goal is to investigate differences in network competences among various categories of professionals and sociodemographic groups. The research will be conducted in Poland. Given a significant involvement of domestic and foreign researchers, this project will be carried out through an anglosaxon approach to research. In order to meet its goals, this project will conduct **empirical analyses of data collected** from among knowledge workers. Consultations and reviews will be conducted by experts in the field of employee competences and networking in management. Group interviews will be conducted among the experts and professionals (24 individuals) included in this project with the aim of preparing a groundbreaking questionnaire to evaluate network competences to be used in the following stages of this project. The CAWI method will be used to collect information from the planned pool of 670 knowledge workers. The collected data will be analyzed statistically in order to generate relevant study findings. **The results** of this research will expand the current literature that's available on the topic of knowledge workers and network competences. Findings will allow us to identify those network competences which best characterize knowledge workers including those at the start as well as in the prime of his/her career including directors and non-directors employed by small, medium or larger firms located in localities of various populational sizes. Study results will also provide a comparative analysis of issues related to network competences among knowledge workers employed by various market industries including: medicine, health care, information systems, math as well as education.