

Over the last two decades we have observed an increasing worldwide development in theoretical and empirical research devoted to human resources management (HRM) in international companies. As a result there are more and more scientific papers in which the main object of interest covers international human resources management (IHRM) or strategic international human resources management. In this context some other theoretical and empirical research developments consider human resources as a company's competitive factor. The main object of interest in those projects is usually a measurable input that is made by HRM to a company as well as correlations between various external and internal HRM configurations that determine value added. But the research in this scope has been typically conducted in companies deriving from developed countries whose FDI was located in less developed countries. Moreover, what hasn't been studied yet is the relationship between activities undertaken within the field of human resources management and the structure of FDI performed by international companies with regard to the position that human resources occupy among the competitive factors of these companies. Hence, **the main scientific goal of the research project** is to identify, analyze and diagnose these kind of relationships. Bearing all this in mind we may say that the submitted research project is of innovative character and its findings may bring some considerable contribution to the development of management scientific discipline, in particular to human resources management.

The activities within HRM mentioned above cover **such subfunctions** as employee resourcing and retention, shaping their work engagement and satisfaction, performance appraisal, career development, talent management, competency management, development of leadership traits and relationships, and employer branding. The particular object of interest makes strategic international human resources management (SIHRM) as contemporarily the most developed stage of personnel function (human resources management) evolution in international companies. As regards the subjective scope of SIHRM, the focus is on two groups of stakeholders: the overall employed workforce and managerial staff.

The research project bases both on **qualitative and quantitative methods of research**. Firstly, in the preparations phase of the research the project team members will conduct interviews in 10 selected companies as well as a pilot survey in about 10 companies in order to verify the research tool. Furthermore, in addition to the analysis of the primary and secondary data (various types of the company's documents, including those provided by the company in a paper or electronic form as well as those available in the Internet, like the companies' Websites themselves), the main research technique is survey. Using the survey the data is to be collected in the following ways: CATI (computer aided telephone interview), CASI (computer-aided self-interview), and PAPI (paper & pencil interview). The representatives of the employees of human resources management departments and managerial staff will make the target interviewees. To analyze the collected data we plan to use both statistical and interpretative methods.

The population of the companies under research makes nonfinancial economic entities with a dominant share of the Polish capital which possess at least one foreign subsidiary, and this subsidiary is an effect of a foreign direct investment. The research sample is to be composed of 200 business entities, namely the headquarters of such companies localized in Poland.