

Project goal

The main objective of the project is the identification of relations between positive employee behaviours in an organisation and his/ her willingness to professional development, as well as positive approach to life experiences (*positive orientation*).

Research planned in the project

Scientific goals of the project will be reached through the combination of various methodologies, i.e. methodological triangulation. Empirical data will be gathered during *FGI (Focus Group Interview)*, *CAWI (Computer Assisted Web Interviews) surveys* and *IDIs (In-Depth Interview)*.

The aim of *FGI* is the recognition of participants' attitudes towards professional development, identification of factors influencing developmental measures and definition of the components of employee willingness to professional development indicator.

Employee willingness to professional development indicator and methodology to measure it will be the outcome of a deepened analysis of professional literature and the results of Focus study.

For the main study, a research questionnaire will be developed, which will allow for the identification of relations among individual's positive orientation, his/hers positive organisational behaviours and willingness to professional development. The questionnaire will be developed based on the analysis of domestic and foreign professional literature, existing data and the results of *FGI*. Furthermore, the results of a study „*Measures and development perspectives for post graduate students*” carried out autonomously by the author in March 2016, will be used in the development of research tool. The development of survey questionnaire for pilot study includes the following measures: operationalisation of key notions, development of introductory survey questions and instructions for the participants. The questionnaire will be discussed by experts, who will consist of the representatives of scientific and business environments dealing with the issue of human resources management and with experience in the development of research and/or implementation of solutions within the framework of employee development. Subsequently the questionnaire will be validated in the pilot study, which will be carried out with the use of *CAWI* method via the Internet.

The main study will also be carried out via the Internet with the application of *CAWI*. After the survey a quantitative analysis of the results will take place in order to verify scientific hypotheses presented in the project.

Based on the results of studies carried out an *IDI* outline will be developed. The application of *IDI* as a qualitative method aims at supplementation and deepening of earlier results. The information received will allow for indication of methods of stimulation of positive organisational employee behaviours and determining the possibility of application positive management solutions in business reality.

After carrying out the survey and *IDIs* the results will be analysed. When conclusions will be drawn the final report will be developed and presented. The results of the study will be disseminated in the form of scientific articles and further directions for study will be indicated.

Reasons for undertaking the subject

Human Resource Management has been extensively discussed in both Polish and international scholarship, although it has not lost any of its relevance. The reason being that there is a necessity to adapt organisations to the constantly evolving economic background and the need to search for the methods of resource management able to improve the efficiency. On that account, enterprises need to learn how to manage change process, i.e. how to create, design, fulfill and enhance changes through human capital. Furthermore there is also a need they should create organisational culture which promotes changes, sustains spirit of change and makes it a day-to-day element (Juchnowicz, 2010, s.14-15).

Positive perception of issues related to management and development of organizational resources has led to the development of one of the newest trends in management – *Positive Organisational Scholarship (POS)*.

The effects of the employees' endeavours, even for employees with the same competencies, can differ depending on attitudes and motivations. As observed by Józefowicz, is due to such behaviours, which due to their positive expression radiate on the environment and become a driving force for further development are of particular importance (Józefowicz, 2010, p.141). Appreciation for the importance of the positive behaviours, and then their development and conscious usage in human resource management, is the perfect basis for raising the employees' qualitative characteristics, as well as the level of their engagement, loyalty, motivation and willingness to professional development, what have impact on achieving organisational goals.

The planned project will have a significant impact on the systematisation and development of the understanding of the positive theory in management as a holistic approach to organisational development. This is the result of an the attempt to combine two areas of activity – individual and organizational. This will aid in explaining the nature of positive behaviours in an organisation through the findings of positive psychology, transferred into the organisational space.