

STRESZCZENIE W JĘZYKU ANGIELSKIM

A series of changes linked to demographic processes, globalisation and the development of new, innovative areas of the economy make human capital a major asset of a company, and often determines its competitive advantage in the market. The constantly changing economic environment, the development of new technologies and the increasing demands on jobs make employers increasingly recognising the importance of employee competence. Competence development and competence management have been becoming one of the key instruments of human resource management in companies. Business organisations are looking for new methods and ways to maximise the knowledge, skills and attitudes of employees in day-to-day operations and in the implementation of long-term strategies. This seems to be particularly relevant for high-tech companies that operate at the interface between science and business. These companies are crucial for the process of increasing the competitiveness of economies under conditions of dynamic environment changes. The research and development base, knowledge in the broadest sense (technological, personalised and codified) and highly qualified personnel play a key role in the implementation of these companies' growth strategies. High-tech companies therefore seek to acquire, make the best use of and develop such resources.

The research problem of this dissertation is to develop a model for competence management in high-tech companies. It should be emphasised that it is employee competences and the process of managing it that is often one of the key factors determining the effectiveness of a company.

According to the research problem, the main objective of the dissertation is to develop and implement a competence management model dedicated to high-tech companies. To meet such an objective required the definition of sub-objectives at the theoretical-cognitive, methodological, empirical and utilitarian levels.

The theoretical and cognitive objectives were achieved by structuring the conceptual apparatus relating to competences, the competence management process and the characteristics of the high-tech sector and its competence needs, as well as by defining a model for competence management in high-tech companies.

The methodological objectives involved developing a methodical evaluation of the competence management process for high-tech companies. They also referred to the development of research tools (a survey questionnaire and an individual in-depth interview scenario) on the evaluation of the competence management process in these companies.

The empirical objectives mainly boiled down to the development of the author's model for competence management in high-tech companies, and the development of a competence profile of high-tech employees. The utilitarian objectives enabled the development of a blueprint for the implementation of the author's competence management model into high-tech companies, and consisted in the formulation of conclusions and recommendations for managers responsible for implementing this model.

The structure of the dissertation includes an introduction, six chapters and conclusion. The first three chapters are theoretical in nature and conclude with a presentation of the results of bibliometric analyses in the keywords category, such as: „advance technology competences”, „high-tech competence”, „competence management in advance technology”, „competence management in advance high-tech companies”, „competence management in advance high-tech sector”. Chapter four concerns methodology and presents the stages of the research procedure. Chapter five presents the quantitative and qualitative research and the verification of the research hypotheses. Chapter six is of an applied nature and presents a project for the implementation of the author's competence management model into a selected high-tech enterprise, recommendations for managers of high-tech enterprises, as well as limitations of the adopted research approach and directions for further research. The Conclusion summarises the content analysed, accounts for the research objectives, presents the most important findings of the research, and provides a contribution to the theory and practice of management and quality sciences.

Keywords: competences, competence management, competence management model, competence identification, competence assessment, competence development and improvement, competence transfer, high-tech companies, high-tech.