

METHODS OF EMPLOYEE DEVELOPMENT IN THE CONTEXT OF DIVERSITY

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Abstract:

Nowadays, the term diversity becomes increasingly popular in the literature of the subject. In light of diversity management, the analysis of employees' potential encompassing features such as age, gender, experience, knowledge, skills, etc., is significant. The analysis enables diversity management strategies to be properly developed. In addition, the development of appropriate organizational culture, i.e. one favorable for employees' development, is important as well.

The subject matter of the present study was the employee development in the context of diversity management. The aim of the study was to identify and assess the influence of employees' characteristics (such as age, gender, the position in the company, etc.) upon the applied and preferred methods of competence development used by respondents. Twelve improvement forms and methods were assessed. Respondents were requested to select out of twelve forms of the development offered in the cafeteria.

The empirical study was conducted among over 2000 employees by means of quantitative study with the application of a questionnaire. The study was conducted in 2016-2017 in over 50 Polish innovative companies. Data was compiled in contingency tables which were further analyzed statistically. Results of the analyses indicated that characteristics of respondents have significant impact upon the applied and preferred methods of competence development used by them. Research results enable recommendations for managers and HR department staff to be made with regard to the management of diverse teams.

Keywords: employee development, methods of development, employees, employees' characteristics, diversity management, diverse teams