

Abstract

Title of dissertation: The concept of building relationships with employees with disabilities as stakeholders of an organization

Despite numerous studies dedicated to the aspect of building relationships with particular stakeholder groups, the topic of an employee with a disability as an internal stakeholder of an enterprise, with whom it should build specific relationships, leaves a significant research gap. Building and management of relationships with employees with disabilities, is an extremely difficult and sensitive topic. The domestic literature still devotes little space to this issue. The studies that do appear are primarily concerned with legal regulations, the resulting privileges and obligations in the employment of people with disabilities, rather than the aspect of building relationships with this group of employees, as full-fledged stakeholders of the organization. It is also difficult to find in-depth research addressing the issue of the organization's responsibility towards internal stakeholders, which are employees with different types of dysfunction.

The research problem addressed in this dissertation is building and management of relations with employees with disabilities as stakeholders of the organization. The main objective of the dissertation is to construct a model for building and managing relationships with employees with disabilities. The cognitive objective of the dissertation is to systematize knowledge on the specifics of building and managing relationships with employees with disabilities in enterprises and local government units. The methodological aim of the dissertation is to create an authorial tool for diagnosing the conditions, limitations, and specifics of building and managing relationships with employees with disabilities in the organization. The empirical goal of the dissertation, on the other hand, is to identify and evaluate the conditions, limitations, and peculiarities of building and managing relationships with employees with disabilities in enterprises and local government units and, consequently, to develop a model for building and managing relationships with employees with disabilities usable in these organizations.

The paper formulates the following research questions:

PB1. What are the key determinants of building and managing relationships with employees with disabilities in the surveyed companies and in local government units?

PB2. How do the surveyed entities build and manage relationships with employees with disabilities?

PB3. What constraints do the surveyed companies and local government units face in building and managing relationships with employees with disabilities?

PB4. Is there a difference in building and managing relationships with employees with disabilities in enterprises and local government units?

The theoretical part of the study used the method of analysis and criticism of the literature. In the empirical part of the work, the case study method was used. In order to obtain the broadest research perspective, the research used questionnaires and surveys administered to employees with and without disabilities, conducted structured personal interviews with management personnel, and document analysis was performed. The research was conducted in four enterprises and four local government units. The survey covered selected organizations operating in the Pomeranian Voivodeship, with statutory employment of more than 25 employees, in whose employment structure people with disabilities constitute a minimum of 6%.

The survey resulted in providing answers to all research questions. Differences in building and managing relations with employees with disabilities in companies and local government units were identified in each of the surveyed areas. It was also found that the surveyed enterprises and local government units still lack full openness when working with people with disabilities and building relationships with this group of employees. This is due not only to concerns about the functioning of this group of employees in the organization, but also to a lack of knowledge of how to manage, a team consisting of employees without disabilities and those with different types of dysfunctions.

Keywords: relationships, relationship building and management, employee with disabilities, internal stakeholder of the organization, local government units