

Mariusz Onufer

ABSTRACT

Dissertation title: Impact of employment forms on the formulation of labour market in Poland

The study objective is to present the impact of flexible employment forms on shaping of the balance on the Polish labour market as well as to extract factors which determine their application.

Functioning of knowledge-based economy has reinforced the role of personnel in enterprises. At present, the quality of work and the competitive potential constitute one of the key factors in obtaining competitive advantage by an enterprise. A crucial role in this regard is played by the ability to adjust human resources swiftly to the current enterprise needs. Employment of personnel involves incurring costs by entrepreneurs. Thus, flexible employment relations are of significance for the functioning and competitiveness of single enterprises and, ultimately, of the labour market and the whole economy as such.

Non-standard employment forms as an alternative to classic employment contracts have an impact on the flexibility of employment. For an employer, non-standard forms of employment signify the possibility of swift reaction to changes occurring in the economy as well as the ability to make savings. As a result, both on the micro and macro scale, changes in the employment level take place. Non-standard employment forms are frequently negatively assessed by employees who fear a decreased social safety. Hence, it is crucial to conduct an analysis of non-standard employment forms in the context of balancing labour demand and supply as well as indicating the balance between flexibility of employment and social safety.

According to classic economy it is clear that improving the efficiency of work is possible to be obtained thanks to flexible organization and working time adjusted to the existing needs. In accordance with the assumptions of conventional school of thought, balance on the labour market may be achieved in case of full employment. A necessary condition of this state of affairs is the elimination of barriers that prevent formation of a free-market economy which independently demonstrates tendencies of reaching full employment.

J. M. Keynes presented some in-depth deliberations concerning the functioning of labour market. These encompassed the issue of employment in the context mostly of the causes of occurrence of unemployment and the ways to combat this phenomenon from the macroeconomy perspective. J. M. Keynes underlined the importance of dimensions of an effective consumption and investment demand.

There are many alternative theories concerning the functioning of labour markets nowadays. These theories dispute the former assumptions and suggest various ways of explaining the functioning and appearance as well as maintenance of imbalance on the labour market. Their common feature is to show the correlation among individual economy elements. Microeconomic theories which are the most similar to the current reality, place a significant emphasis on flexibility of enterprise activity conducted by enterprises (in the broadest sense). The concept of flexible enterprise originated in the 70s-80s of the XX century. Flexibility is a multi-dimensional criterion, therefore, describing this phenomenon takes various forms.

The following hypothesis was made in the work: non-standard forms of employment have a positive impact on the labour market balance in Poland. Proving or rejecting this hypothesis is possible due to a positive verification or falsification of partial hypotheses:

1. Application of flexible forms of employment impacts a decrease of unemployment.
2. Application of non-standard forms of employment assists in obtaining balance on the selected labour markets.
3. Non-standard forms of employment constitute an alternative for the typical work in Poland.
4. Type of form of employment has an impact on the attitude and social safety of employees.

The expected research result is to positively verify partial hypotheses and adopt the basic hypothesis as a valid one.

The below research questions have been posed in the work:

1. How have the concepts concerning labour market evolved?
2. What factors contribute to the growth of non-standard forms of employment in Poland?
3. Do flexible forms of employment impact a decrease of unemployment in Poland?
4. What solutions in the scope of non-standard forms of employment determine building of balance on the labour market?
5. Do non-standard forms of employment constitute an alternative for the typical work in Poland?

6. Are there any differences in attitudes of employees in perceiving the work they carry out depending on the form of employment?

The following methods have been applied in the course of the study elaboration: descriptive, deduction, induction and drawing conclusions, all of which enable recognizing and analysing the research problem. In order to establish the basic cause and effect connections occurring on the labour market the below methods will be applied: statistical, comparison and analyses. Presentation of numerical data has led to revealing the scale of investigated processes. Conclusions from secondary numerical research were obtained post an analysis of time series as well as the method of comparisons.

Methods targeted at gathering information:

- Overview of the national and foreign literature and legal regulations covering the research problem with its scope,
- Secondary research consisting in gathering statistical data concerning the labour market in Poland after 1989 (Polish Central Statistical Office, Eurostat, Ministry of Family and Social Policy, other research institutions)
- Initial tests with the use of survey method, research subject concerns persons employed in Poland on the basis of non-standard employment forms. Size of the sample was established at the level of 500 respondents. The sample was controlled in terms of forms of employment, place of work and the industry. Research was preceded by the pilot test.

Chapter one **Theoretical aspects of work and employment** contains the discussed employment issues discussed both from the micro and macro economy perspective. This chapter presents the most pivotal and, at the same time, the latest theories and concepts related to the research issue in question. Moreover, certain basic mechanisms that shape the labour market as well as factors impacting the employment policy have been portrayed. The chapter contains an answer to the initial research question of *how the concepts concerning labour market evolved*.

Chapter two **Forms of employment in Poland** is devoted to the characteristics of typical and non-typical forms of employment applied in the Polish economy. Furthermore, advantages and disadvantages of various forms of employment have been outlined and described from the point of view of employed and unemployed persons. This chapter allows to reply to the question on *whether non-standard forms of employment constitute an alternative to the typical work in Poland* and to verify the hypothesis that non-standard forms of employment constitute an alternative for a typical work in Poland.

In chapter three **Cost approach to the forms of employment** the analysis of forms of employment in Poland was carried out on the basis of factors which shape their costs. The presented classifications of costs of employment allowed to reveal the components of total labour costs in the national economy as well as the complex correlations between them which are challenging to be placed in simple formulas. Chapter three also contains a comparison of employment costs for the minimum and average remuneration in Poland. Calculations have been based on the binding regulations and provisions of law. The relationship between labour costs and dimensions of employment is one of more complicated ones occurring in economic processes. The chapter allows to answer the question whether *flexible forms of employment impact a decrease of unemployment in Poland* and to verify the hypothesis that application of flexible forms of employment impacts a decrease of unemployment.

Chapter four, **Possibilities of building a flexible labour market**, contains the results of survey research concerning the perception, choice and assessment of non-standard forms of employment by employees on the selected labour markets. Survey tests were carried out among the persons employed on the basis of non-standard forms of employment. Based on this engagement, motivation and causes of choosing a given form of employment as well as the feeling of social safety of employees were evaluated. This chapter allows to answer the questions of *what factors contribute to the growth of non-standard forms of employment in Poland, what solutions in the scope of non-standard forms of employment determine building of balance on the labour market, whether there are there any differences in attitudes of employees in perceiving the work they carry out depending on the form of employment*. The chapter also leads to verifying the hypothesis whereby application of non-standard forms of employment assists in obtaining balance on the selected labour markets and that the type of form of employment has an impact on the attitude and social safety of employees.

The analysis of all answers reveals the fact that there is a place for flexible forms of employment, also from the point of view of employees, on the Polish labour market. Even though a typical employment contract secures the employee in the highest degree, flexible forms of employment possess other features which are perceived positively by employees, including ensuring of a feeling of stabilization. The conducted analysis, based on the review of literature, legal regulations, available secondary research and carried out primary research has led to stating that non-standard forms of employment constitute a substantial alternative for employment contracts which are concluded for an indefinite period of time on a full-time basis and in many cases they do contribute to building new work places and shaping balance on the labour market.