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Shaping the organizational commitment of employees as a tool for managing employees of distributed teams in the IT industry.

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SUMMARY

Acquiring and retaining committed employees is one of the challenges and goals of modern organizations. Therefore, it is treated as one of the most important tasks that managers and human resources management specialists face. The subject of research in this work is the management of employees of a distributed team in the IT industry by shaping their organizational commitment. The author analysed the literature on the subject in the fields of organizational commitment, distributed teams, with particular emphasis on the specificity of the IT industry. The author also performed empirical verification of the actual profiles of organizational commitment among employees in the IT industry.

The main goal of the work was to identify the structure of determinants and employee needs that impact the organizational commitment of employees of the team distributed in the IT industry.

The implementation of the adopted main objective and the adopted specific objectives was carried out in the course of consideration in five following chapters:

In the first chapter, entitled *The essence of organizational commitment*, the origins of the concept of commitment are discussed and a number of definitions are reviewed. In this chapter, the concept of organizational commitment by J. Meyer and N. Allen is

presented in more detail, including the components that characterize it, as well as organizational commitment profiles.

The second chapter, entitled *Employee needs and factors determining organizational commitment*, focuses on discussing the issue of employee needs and their impact on organizational commitment. The author also presents ten factors that determine organizational commitment that include: professional development, mutual trust, relations with colleagues, relations with the manager, work life balance, work organization, teamwork, leadership and management style, organizational justice and communication.

The third chapter, entitled *Specificity of the functioning of distributed teams*, focuses on the essence of managing employees in distributed teams. The author discusses the specifics of a distributed team, presenting an overview of the definitions, types and the challenges related to them. The author also reviews the professional specificity of IT industry employees (area of expertise, motives for choice and typical course of career paths).

The fourth chapter, entitled *Methodology of own research*, describes the methodology of own research. The following are presented: research question, major objective, specific objectives, methods and tools. The research procedure and the research sample are also characterized.

The fifth chapter, entitled *Organizational commitment of employees in the research perspective*, presents the results of the author's own research. The results of verification of the structure of organizational commitment profiles, factors determining organizational commitment along with their impact on employees and employee needs are presented. The chapter contains a reference model of factors and needs determining the organizational commitment of employees of a distributed team.

The Conclusion contains conclusions drawn from the analysis of the literature on the subject, as well as from the analysis of the results of the conducted own research. Possibilities for further scientific work within the presented subject of the dissertation are also outlined.