

## ABSTRACT

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### **Title of the dissertation : Managing the power asymmetry in interorganisational relations in the Information and Communications Technology sector in Poland**

The scientific problem addressed in this dissertation was the lack of research on power asymmetry in interorganizational relations in the ICT sector in Poland and, consequently, the lack of possibilities to manage it in this sector. This problem was operationalised on the basis of management and quality sciences in the form of the following research question: What form should the model of managing the power asymmetry in the interorganisational relationships in the ICT sector in Poland take? The main question indicated the main objective of this dissertation, which was to identify the state of power asymmetry and to attempt to build a model of managing power asymmetry in interorganisational relationships in the ICT sector in Poland.

The presented dissertation, consisting of 6 chapters, proposed a mapping model with a morphological shape in interorganisational relations in the ICT sector in Poland. The created model proposed an original solution to the scientific problem. The originality of the solution to the scientific problem is shown in the knowledge presented in the different parts of the dissertation and is due to the added value that this dissertation brings to the theoretical, methodological and practical areas in management and quality sciences in the sub-discipline of strategic management, and its interorganisational relations research area.

The theoretical value of the study stems from looking at the ICT sector in Poland and interorganisational relations from the perspective of enterprises and further formulating the studied relations as a model (the study was conducted on a group of 200 enterprises from the Polish ICT sector with 10 or more employees). Such a model, being an independent representative of the empirical sphere, fosters the development of the theory of interorganisational relations within the sub-discipline of strategic management. The information and analyses presented in this dissertation can serve as a basis for further research in the area of, among other things:

- 1) developing the presented model to include other external stakeholders,
- 2) extending the research to companies with fewer than 10 employees,
- 3) conducting research on the management of power asymmetries in interorganisational relationships in other sectors of the economy,
- 4) creating a comparative model in another country's ICT sector.

The methodological value lies in the adaptation of well-established methods to create a proprietary research tool, namely morphological modelling based on survey results. It is with this tool that the sample was examined to obtain results in the target population. This tool can be further refined and used in future research.

The conducted study has enriched the knowledge of power asymmetries, how to manage them and how to shape interorganisational relationships, thus making an important contribution to management and quality sciences.

It is important to emphasise the practical value of the model created, which can easily be adapted by, among others, managers of ICT companies. It demonstrates its accessibility by directly indicating the direction of interaction creation, taking into account the circumstances and key external stakeholders. The study fills a research gap identified by scholars who have advocated the study of the different types and levels of asymmetries that exist between organisations.