

ABSTRACT

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The doctoral dissertation of mgr. Maciej Stopa, entitled "The importance of the system of values in the formation and development of teal organizations in the practice of Polish IT sector enterprises" supervised by dr hab. Krzysztof Machaczka, and dr Monika Sady, presents the results of research conducted in Polish teal organizations in the IT sector in 2022 – 2024. The dissertation addresses the problem of changes taking place in organizations, including changes in the dimension of organizational culture that took place at the turn of the 20th and 21st centuries in the field of organizational management, and which consequently led to an increase in the importance of the strength and role of values in the functioning and development of enterprises.

The aforementioned changes contributed to the emergence and then growth of interest in the so-called teal organizations, which in their paradigm are based on the values and thus can become strongly competitive on the market in relation to organizations based on traditional models. The doctoral thesis presents the method of operation, including self-management, of the teal organizations and shows the role and significance of the model of coherence of the value system that functions in the teal organizations and the benefits of an integral value system.

The research indicates, among other things, that the management of the teal organizations is based on strongly exposed and known values within the organization, which are consistent with the personal values of employees.

It is also worth emphasizing that the research results confirmed that the teal organizations are an example of workplaces where the idea of humanism is of great importance in the daily work and development of a given organization.