

SUMMARY OF THE DOCTORAL DISSERTATION

1. Title of the dissertation: The role of employee well-being in the relationships between human resource management, organizational commitment and task performance in the IT sector
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- Summary (min. 1 800 characters with spaces):

The aim of this doctoral dissertation was to examine the relationships between human resource management practices, employee well-being, task performance, and organizational commitment, with particular emphasis on the mediating role of employee well-being. The analyzed relationships were embedded in the context of the IT sector, characterized by high cognitive job complexity, rapid technological change, and increased adaptive demands placed on employees. The theoretical part of the dissertation is based on a systematic literature review covering four key constructs: human resource management, employee well-being, task performance, and organizational commitment. Human resource management is conceptualized as a coherent system of organizational practices, while well-being is treated as a multidimensional construct encompassing both cognitive and affective components. On this basis, a research model was developed assuming both direct relationships among the analyzed variables and indirect, mediated effects. The empirical part of the study is based on a survey conducted among employees in the IT sector. Structural equation modeling and mediation analyses were applied to test the proposed hypotheses. The results indicate that employee well-being plays a significant mediating role in the relationship between human resource management practices and task performance, with evidence of full mediation. In contrast, the mediating role of well-being in the relationship between HRM practices and organizational commitment was not confirmed. The findings contribute to the literature on human resource management by clarifying the mechanisms through which HRM practices influence individual work outcomes and by highlighting the differentiated role of employee well-being in relation to performance and organizational commitment, particularly within the IT sector.