

Abstract
Doctoral Thesis:

The Role of Social Competences in Professional Careers of the command staff in Land Forces of the Republic of Poland

The thesis makes an attempt at assessing social competence levels and their role in professional careers of the Polish Land Forces command staff junior officers'.

The research on the role of social competences in professional careers of the Polish Land Forces command staff junior officers' was inspired by an ongoing process of army professionalisation, especially in the area of human resources.

The considerations were focused on the role of social competences in professional careers of the Polish Land Forces command staff junior officers'. The research was intended to explore the junior command's awareness of the strengths and weaknesses inherent in their social competence profiles. The data obtained throughout the research allowed an intriguing insight into the quality of the social competence profiles of the Polish Land Forces command staff junior officers' and their usability for professional career development.

The cognitive aim of the research was to explore terminology describing social competences of the Polish Land Forces command staff junior officers and their professional careers. This was carried out with two goals in mind: to identify social competences of the command staff junior officers in the context of management theory and practice; and to relate social competence levels of command staff junior officers' to the tasks they perform and the human resources policy of the Polish Armed Forces.

The pragmatic aim of the research was to develop a social competence model for the Polish Land Forces command staff junior officers; identify a competence gap in the social competence model for the command staff junior officers; and identify a correlation between the social competences of the command staff junior officers and their professional careers.

The thesis, which combines theoretical considerations with empirical research, comprises the following sections: introduction, four chapters, conclusions, appendices, tables and diagrams, and references.

Chapter One provides a general and theoretical discussion of social competences. While providing theoretical considerations on the role of social competences in human resources management, the chapter also presents a historical overview of selected social competence models.



Chapter Two provides theoretical considerations on the role and influence of the working environment on the development of individual social competences in the organisation. The chapter elucidates on the aspects of harmonisation and social competence assessment with reference to human resources management policies.

Chapter Three presents research process methodology, as well as questionnaire surveys used in the process of primary data collection. Additionally, the methodology adopted in the thesis is also provided. The chapter is empirical in nature, and it presents the outcomes of the research carried out in Polish Land Forces units. The chapter describes the nature and general framework of the Polish Land Forces. The chapter elaborates on the social competences of the Polish Land Forces command staff junior officers. It also describes the legal basis for social competences and general tendencies concerning their share and usability in performing duties in the context of the professional career development of the Polish Land Forces command staff junior officers.

Chapter Four has also empirical nature and is connected with presenting the outcomes of the survey carried out among the questioned. The aim of the chapter is to verify correlations between social competences and professional career development of the Polish Land Forces command staff junior officers. The chapter provides a social competence model of the Polish Land Forces command staff junior officers' with reference to their social competence gap.

The dissertation comes to an end with a final conclusion and recommendations that serve as a summary for the topics examined in the thesis. The final section also describes areas to be pursued by future research.

The empirical material was collected by examining the literature on the subject and a research carried out in a sample consisting of the Polish Land Forces command staff junior officers.

The research project used a questionnaire survey developed by the author. The research was carried out in a sample of junior command from 37 Polish Land Forces units. The research involved 908 participants in the rank of second lieutenant, lieutenant, and captain. Additionally, an expert interview was carried out with seven operational command officers.

27.03.2017.

Wiesława Łoligo