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Summary of doctoral thesis

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## **THE FORMS OF COOPERATION BETWEEN ENTERPRISES AND THE EDUCATIONAL SECTOR ENTITIES. PRESENT STATE AND PROSPECTS**

The cooperation with educational sector is becoming the key player in supporting innovation and competitiveness growth of the companies. This cooperation may be considered as a long-term investment in the company's human resources development. This form of activity has a positive influence on changes occurring on the labor market, including the buffering of competency mismatch resulting from the incoherence existing in the school system or the restrictions in access to the transfer and commercialization of knowledge. The observation of the economy practice allows to observe, that the changes occurring in the personal strategies of the companies take into account the necessity to cooperate with the educational sector entities, aiming at sourcing high skilled employees and developing (educating) the already possessed human resources.

The main research problem of the dissertation concerned the identification and appraisal of the currently used and potential forms of cooperation between companies and entities of the educational sector in the sourcing and developing context. The research problem was included in synthetic research question: *for what reasons, to what extent, by what means and with what effect do the companies cooperate with the entities of the educational sector to gain human resources, develop human resources and which forms of the cooperation are currently being disseminated as best practice and why?*

The cognitive perspective involved systematizing and complementation of the knowledge on the scope of the forms the companies (Polish and foreign) apply to cooperate with entities of the educational sector to realize tasks related to the sourcing and development of employees.

The application perspective related to analysis and appraisal of the present state of the cooperation with entities of the educational sector as well as to the practical

recommendations for shaping this cooperation in terms of best practice dissemination forms to be used in this area.

It was assumed that, in order to realize the research question and the objectives of the dissertation, it is necessary to obtain answers to specific research questions which identified the process of literature and empirical research.

The dissertation consists of four chapters. The first chapter presents the core of cooperation along with the implications for human resources area resulting from knowledge-based economy. In this chapter, also the companies' tasks to realize the personal function were presented, considering the rationale which, from the employee sourcing and development stand point, shape the labor market. The second chapter includes cooperation of the companies with the educational sector entities, indicating the main factors shaping cooperation with educational sector along with the systematization of the patterns of cooperation, considering the traditional (passive) and modern forms of cooperation. The third chapter of the dissertation is devoted to the research objectives, with the indication of the research stand point and discussion of the research procedure stages. The quantitative research results were presented identifying the present state of cooperation between companies and educational sector entities in Poland. This section ends with a synthetic summary of quantitative research conclusions. The fourth chapter presented qualitative research using the case study method, showing the best practice cooperation of the Polish and foreign companies with educational sector entities, creating at the same time ground for the future cooperation. This chapter includes summary of the literature and empirical research treating the application of different forms of cooperation, captured in the recommendations for economical practice.

The final part of this dissertation gives answers to the research questions presented in this paper, indicating the directions for further research on this field.