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Streszczenie pracy doktorskiej z dziedziny: ekonomia i finanse, napisanej pod kierunkiem
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"Determinants of work engagement - an international analysis based on the European Working Conditions Survey with data before and during the pandemic"

The dissertation addresses the factors that influence or are related to the phenomenon of work engagement. The analyses aim to empirically verify the determinants of work engagement on a pan-European scale, including by identifying the strength of their impact on mentioned engagement. The author poses two main research questions. First, she attempts to answer the question: how do working conditions, occupational characteristics, forms of working time organization, selected demographic and human capital data, and certain macroeconomic and macrosocial variables affect the level of work engagement in European countries. Second, the author tests whether the observed relationships between work engagement and selected factors are changing due to labour market transformations caused by the global pandemic.

To answer the research questions posed in the paper, the author applies econometric methods to a micro-data set from two waves of the *European Working Conditions Survey*, that is an innovative approach. The large dataset from a pan-European survey with a well-established methodology used in the analyses makes it possible to provide robust and reliable information on work engagement on a cross-national scale. In addition, the modelling includes representatives from various industries and occupational groups, unlike most academic surveys typically conducted on a smaller sample of representatives from a given sector and a single country. The added value of the work also lies in the inclusion of several macro-indicators in the built model, which makes it possible to present the phenomenon of work engagement in a macro-social and especially macro-economic context. The analyses carried out in this work are part of a few strands of research bordering on economics, psychology, and sociology. The presented approach to the study of work engagement goes beyond the traditional framework of human capital theory, emphasizing the importance of psychological and motivational factors for productivity. Finally, the dissertation's novel approach combines and analyses data from two waves of the *European Working Conditions Survey*, i.e. conducted before and during the

pandemic time. It allows the author to show how the determinants of engagement are shaped in two different market realities. In addition, it should be emphasized that work not only expands but also organizes the knowledge of the phenomenon of work engagement in Polish-language scientific literature.

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