

Chapter 1. Innovations in the field of personnel function

1.1. How successful are Polish Companies at innovating?

1.2. Personnel innovations

1.2.1. Features of personnel innovations

1.2.2. Personnel innovations are increasingly included in other social innovations

1.3. Trends and modern solutions in the field of personnel function

1.3.1. New ideas and concepts

1.3.2. Trends of HR

1.3.3. The strengthening of leadership of managers (owners, shift managers, foremen, sales, departmental managers and similar staff)

1.3.4. Trends connected with the management of employees' development

1.3.5. Trends which refer to the instruments of using new technologies in staff development

Chapter 2. Absorption of personnel innovations

2.1. Open innovations - evolution in an approach to the innovation process

2.1.1. Other concepts of open innovations

2.2. Sources of innovation - external market of knowledge

2.2.1. Absorption of innovation, absorptive capacities of an organization

2.2.2. Elements of an absorptive capacity of an organization

2.3. Environmental conditionings connected with an organization specificity

2.3.1. Competencies of personnel specialists

2.4. Summary

Chapter 3. A Case study of Innovation in Poland

3.1. Characteristics of the study population

Chapter 4. Conditionings of the absorption of personnel innovations in organizations - research results

4.1. The level of absorption of personnel innovations in the researched companies

4.2. Financial and technological resources of the researched companies

4.2.1. Economic condition of the researched companies

4.2.2. The technological level and innovativeness of the researched companies

4.2.3. Human capital of the researched companies

4.3. Level of the implementation of personnel function

4.3.1. Personnel strategy

4.3.2. Models of competencies

- 4.3.3. Attraction and a choice of employees
- 4.3.4. Creating an image of a desirable employer
- 4.3.5. Development and staff training
- 4.3.6. Training of employees
- 4.3.7. Development of employees
- 4.3.8. Staff evaluation
- 4.3.9. Remuneration of employees
- 4.3.10. Research on the attitudes of employees
- 4.3.11. Leaving an organization
- 4.3.12. Measurement of the effectiveness of personnel processes
- 4.3.13. Organization of a personnel function
- 4.3.14. Processes of knowledge management in the companies under research

Chapter 5. Good practices in the absorption of personnel innovations-case studies

- 5.1. The concept and advantages of good practices
- 5.2. Research method and characteristics of researched companies
- 5.3. Process of absorption of personnel innovations in the analyzed case studies
 - 5.3.1. Good practice 1. Implementation of a new system of training and motivating employees
 - 5.3.2. Good practice 2. Implementation of the IT system supporting human resources management
 - 5.3.3. Good practice 3. Implementation of the program of employees' professional development
 - 5.3.4. Good practice 5. Implementation of the system of periodical staff evaluations
 - 5.3.5. Good practice 5. Implementation of the project stimulating innovativeness of employees
 - 5.3.6. Good practice 6. Implementation of the new system of communication in the company
 - 5.3.7. Good practice 7. Implementation of the system of salaries based on the job evaluation
 - 5.3.8. Good practice 8. Implementation of the programme encouraging the employees to submit improvements
 - 5.3.9. Good practice 9. Implementation of the system of appraisal of managers and specialists
 - 5.3.10. Good practice 10. Implementation of a new system of remuneration for employees

Chapters 6. The models of the absorption of personnel innovations in the researched companies

- 6.1. Verification of hypothesis
- 6.2. Models of conditionings of the absorption of personnel innovations

Chapters 7. Shaping personnel innovations in organizations

7.1. Management of personnel innovations in organizations

7.1.1. Creation and obtaining personnel knowledge

7.1.2. The process of sharing knowledge and its dissemination

7.1.3. Usage of knowledge

7.1.4. The gathering and retention of knowledge

7.2. Instruments which support the management of personnel knowledge in an organization

7.2.1. Analysis of HRM level in an organization

7.2.2. Audit of knowledge management

7.2.3. Social Network Analysis in organizations

7.2.4. Benchmarking - a tool to attract new knowledge and innovation

7.2.5. The role of HR specialists in the process of the absorption of innovation

Ending

References

List of figures

List of tables