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CHANGES AND THREATS TO THE EMPLOYEE DEVELOPMENT UNDER SOCIAL AND ECONOMIC CONDITIONS WITHIN GLOBAL LABOUR MARKET

ABSTRACT

The main theme of the article is the thesis that man's engagement in the process of professional work is engaged in a number of antinomies. The problem of contemporary economics has been analyzed. It has been revealed that situation in which the majority of people excluded from social debate due to their lack of competences become a useful medium subjected to various and constant manipulation by mass media. This leads to the situation where actions undertaken in order to solve the problems stemming from participation in the contemporary work market do not provide satisfactory solutions. It has been stressed that a way to overcome the limiting factors, including, biological limitations, is through cooperation, requiring approval of a non-personal group objective, the realization of which requires taking into consideration many factors, characterized by the context of action. We do not dispose of the prognostic theory covering the entire functioning of man and satisfactory manners of dealing with the challenges people face. Perhaps the reason for such a state of affairs is inability of the society treated as a system to provide "self-explanation" and in this situation the way to solve man's problems is a constant process of examination of reality man creates and undertaking pragmatic attempts to solve the dilemma he faces.

Key words: professional development, market economy, education, social systems, human professional activity, enterprise-employee relations, human capital, career management, labour society.

INTRODUCTION

Typically, in the course of human life, perceived in its biological sense, one distinguishes the period of stable development between adolescence and senility. Characteristic for this period is the possibility of autonomic activity in undertaking and deciding upon the manner of realizing tasks typical for a grown-up man. Contemporarily, one of basic aspects of the adulthood is man's professional activity, the main objective of which in capitalist economy is provision of means for man's existence. At the same time, the level of one's involvement in this field of activity is to a great extent decisive upon one's status, identity and the sense of belonging to society. These circumstances result in professional development being understood as a process of change occurring in man's consciousness and behavior and is a basic way of adapting an individual to one's life conditions and to striving to achieve better life quality. At the same time the amount, complexity and changeability of conditions in which professional development is realized results in difficulties not only in the description of these conditions but especially to the explanation of influence they exert on fruitful course of professional careers. Often



postulates formulated in relation to the manner of realization of these conditions are antonymous which allows only for pragmatic solutions. From the point of view of objectives of this article, using these antinomies may constitute a useful device to identify the changes and treats of employees' development.

The analysis of the process of professional development must take into consideration the relations between the employee and the enterprise in which the employee function or in which he may be employed. This means that proper understanding of the nature of enterprise and behaviors of employees constitutes the basis for precise assessment of these relations and dilemmas of the entity and organization stemming therefrom.

THE AIM OF THE STUDY

The aim of the study reviews changes and threats to the employee development under social and economic conditions within global labour market.

THEORETICAL FRAMEWORK AND RESEARCH METHODS

Theoretical and methodological basis of the study consists of concepts of philosophical anthropology, integration of research and theory within sociology (P. Berger, B. Böhme, E. J. Fromm, H. Goldthorpe); works on management practice and techniques of managing human resources (P. Drucker, H. Król, A. Ludwicyński) and others.

To achieve the established goal, the following approaches served as methodological basis to prove changes and threats to the employee development under social and economic conditions within global labour: comparative-analytical method, thanks to which the overview of the native and foreign literature has been made; systematization of the collected data; theoretical generalization and prognosis which resulted in the conclusion and the perspectives of further scientific researches.

RESULTS

The activity of contemporary enterprise is immanent to the functioning of capitalist economy and despite the fact that such cooperation is undertaken by people consciously and deliberately, at the same it is an artificial construct requiring capital for existence. Money is the medium enabling for aggregation of different forms of capital – in which the outcome of the activity of the enterprise is expressed – the profit the basic function of which is maintaining working posts. Pursuant to P. Drucker gaining profit on the level allowing for keeping the production capability while taking into consideration the risk is the condition *sine qua non* for the enterprise to conduct its business (Drucker, 1998).

A special category of capital in the production process is human labour evolving in its form from simple physical input of an unqualified worker to engagement of the entire personal potential triggered by technological and organizational progress. In this context the problems related to the employee development, employee being one of the necessary resources engaged in the goods and services production process, are especially visible; that is why the enterprise must require from the employee that he directs his efforts towards the objectives of the enterprise (Drucker, 1998). At the same time, man differs from all other resources as he must actively participate in the process of his development. It is worth mentioning that just like the enterprise employs the whole employee and not his “hands for work”, the employee not only addresses his economic expectations towards the enterprise but also he demands confirmation – through his post and work – of its status ad function (Drucker, 1998).

Taking into consideration the conditions of cooperation of humans in an organization Ch. Barnard points out that due to limited possibilities, undertaking actions in order to achieve his goals, an individual selects a particular factor or a number of factors which after being operationally reshaped, should provide the expected outcome. A way to overcome the



limiting factors, including, in particular, biological limitations is through cooperation, requiring approval of a non-personal group objective, the realization of which requires taking into consideration many factors, characterized by the context of action. Cooperation as a social process requires identification of interactions in consideration of changes of motives and interests of people participating in such cooperation. A relevant element of the process is, according to Barnard, its continuous character related to the achievement of the goal of cooperation and efficacy defining the extent to which individual goals are achieved. Keeping cooperation going is, in turn, conditioned, upon the relations of a system with the environment in its physical and social aspects and with creation and distribution of satisfaction of individuals (Binswanger, 2011). This complex mechanism of conduct is exemplified in various forms of activity, including professional one.

Where particular social activity of man becomes a profession, man, pursuant to G. Böhme, ceases to act as a family member or state member – he commences to act on the basis of competences he has gained and social position he has achieved and which may be perceived as one's own achievement. As a result, the specifics of contemporary professional activity lead to the development of an individual also in a dispersed field of privacy. At the same time universalization of social behavior patterns results in elimination of individuality from social contexts (Böhme, 1998) P. Berger emphasizes that choosing a particular professional way inevitably subordinates an individual to various forms of control. The control is of a great meaning because one's profession decides what one will do throughout the greater part of his life (Berger, 2007).

We are dealing here with the situation where professional development related to doing one's job is, on the one hand, a necessity and chance to gain a satisfactory social position and status extending man's freedom, and on the other, imperative subordination to the control of the system created on the basis of requirements of the contemporary work organization. Realizing that in contemporary work organization knowledge and intellectual resources have become the most valuable assets leads to the conclusion that employee development may be the field of cooperation of an individual and the enterprise. Taking at the same time into consideration that the employee potential is included in the employee himself, creation of this potential concerns formation of his: general knowledge, professional knowledge and skills, abilities, attitudes, physical potential (Król, Ludwiczynski, 2010).

In this context, employee development may be a realization of one's individual development plan but from the perspective of an enterprise it becomes creation of human capital reflected in managing employee professional careers. Potential concurrence of organization and employee's interests may become an individual's chance in excelling his professional competences and gaining profits such as increased wages or promotion but also in increasing his competitiveness on the labour market. On the other hand, creation of human capital within an organization is connected with engagement of funds which must be discounted in the form of increased efficacy or increasing competitiveness of the enterprise. This, in turn, may lead to aggressive selection of employees, selection of positions treated as not strategic and likely to be eliminated or outsourced.

At the same time, career managing process, widely presented in literature and understood as accumulation of knowledge and information included in skills and network of relations accumulated by an individual in the course of evolving sequence of work related experiences defines the structural career component which forms an individual and connects it to the organization (Król, Ludwiczynski, 2010). Such situation may provide an individual with some devices enabling him to foresee professional career sequence and to a certain extent stabilize his employment but it is contrary to the thesis of P. Drucker, who is



of the opinion that the employer has nothing to do with man's personality. Employment is a particular agreement for realization of a particular task. All and any extensions are overuse. Infringement of one's privacy is not only immoral but also illegal. The employee is not obliged to "loyalty", "love" or "attitude" but solely to do his job. Such point of view shifts responsibility for creation of professional development and effects on individual.

As previously indicated, shaping and development of competence as an indication of professional development is directly related to educational activity. Education is at the same time thought to be the most effective way to achieve professional success and expected social status but also functions as an instrument of equalization of society. On the other hand, continuous measurement of success on each stage of education is *nolens volens* a way of selection sanctioning social inequalities. It means that educational system differentiates people providing them different access to "social rewards". At the same time in contemporary society educational credentials function as "currency" which may be exchanged for posts on the labour market (Melosik, 2013). Hence, education is perceived as a good investment in success which may be reached via proper shaping of man. Pursuant to Z. Melosik man is exposed to the threat of being treated as an object which treatment consists in such shaping of his identity and biography which is assumed to bring possibly highest profits and gains. However, where qualifications become inadequate, individuals bear the consequences of the "loss of value of its capital".

Examining educational achievements and social mobility, J. H. Goldhorpe emphasizes the class position of an individual which is a very important factor affecting his status as an employee. He points to class differences as regards educational achievements, deciding upon the position on labour market reflected in division on employers, management and big group of employees. Their situation is regulated by labour law. The observed tendency of departing from the long-term labour relations and heading towards contracts for definite period may lead to deepening of stratification among employed persons. Employees hired on the basis of the labour contract are privileged as regards the level of income and are less exposed to the loss of income in case of fluctuation on the labour market. This, in consequence, leads to the formation of dual labour market composed of two segments. One of these segments covers stable and well paid work posts offering possibilities of development and promotion of employees. The other one provides less prestigious posts with lower wages. Lower attractiveness of work positions in the second segment results in high fluctuation stemming from the fact that it is easy to replace a worker of universal or low competences. The employee situation, i.e. his belonging to one of the above market segments, naturally impacts employee development opportunities. It is probable that the employer does not expect any particular benefits related to investment in human resources of the second segment which might be used on the current work position.

However, where the basic category around which activity of contemporary man is concentrated, is work and the need to provide means necessary for satisfaction of needs, access to the labour market becomes the basic stratification factor. Deprivation of this access leads to moral and physical disintegration of people and in macro-social scale to the crisis of "labour society" reflected in impossibility of social integration via work. Increasing number of people which may not be included in the socially organized work process leads to the new form of social integration – from society of work to evidenced society (Böhme, 1998).

Participation in the process in which all the production factors, including human work, are quantified, i.e. exchanged for money and in which work is divided according to



specialization, leads to the situation where the employee does not have contact with the entire work product and, as a rule, does not perceive the entirety/totality of processes in the enterprise. The above results in alienation; in consequence work becomes the source of earning money and not human activity in itself (Fromm, 2012). Pursuant to E. Fromm, in capitalist production relations man experiences himself as a thing which may be used on the market (Fromm, 2012). Such instrumental attitude results further in life process being experienced as a profitable investment of personal capital while at the same time man works in order to free himself from the work generated enslavement. This paradox is of particular meaning when we realize that contemporary ideologies show the sense of human life in achieving professional career. In this context, work is not only the necessity related with provision of financial means for support but has become space of activity of man as a person.

It is interesting to note the views formulated in literature on development tendencies on the work market. Next to empirically based research concerning phenomena such as dual work market, we find the following views related to changes on the work market to come within the next 10 – 20 years: “There will appear new, multinational and mobile aristocracy of creative workers whose life will be something compared to a never-ending party of ludic character. It is estimated that as much as 60% of population will be pushed to the outskirts of modern cities where they will lead sad lives. We will conduct examinations and simple operations currently conducted by medical doctors and nurses. Before 2020 laptop will stimulate the functions of human brain. Man will gradually “fuse” with technology and transhumanistic life model will emerge” (Foresight of “labour market”, 2010).

The above conclusion may not be verified or convincingly justified and that is why useful analyses should be subjected to methodological principles of acknowledged in social sciences. This means that extrapolations of this type should be based on logics of connecting empirical material and the line of reasoning.

CONCLUSIONS

So, the problems touched upon in this article should be an inspiration to conduct research related to the situation in which in place of economy rooted in social life, we create social life rooted in space shaped by turbocapitalistic globalized economy. Observation of phenomena taking place in economy leads to noticing that social differences are deepening. The privileged group monopolizes the benefits resulting from having money, education and power. In result, knowledge becomes only another form of power and – where equaled with ideology – leads to the situation in which the majority of people are excluded from social debate due their lack of competences become a useful medium subjected to various and constant manipulation by mass media. Within the global work division we are dealing with economic growth without the increase in the need for workforce; hence the risk of job loss touches almost everybody, irrespective of their actual position on the work market.

At the same time, actions undertaken in order to solve problems related to formation of the work market in accordance with the expectation of people do not provide satisfactory solutions. We do not dispose of the prognostic theory covering the entire functioning of man and satisfactory manners of dealing with the challenges people face. Perhaps the reason for such a state of affairs is inability of the society treated as a system to provide “self-explanation” and in this situation the way to solve man’s problems is a constant process of examination of reality man creates and undertaking pragmatic attempts to solve the dilemma he faces.



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