

SUMMARY

The subject of the doctoral dissertation is a *Career management of Generation Y employees in the IT services sector*. The aim of the work is to develop a proprietary model of career management for Generation Y employees in the IT services sector, which shows the main factors as well as strength and direction in relation to two stakeholders of the labour market - the employee and the employer. The work consists of 7 chapters. The first chapter presents an analysis of career management and presents the essence of the career management process, including types, models and stages of a career. The second chapter covers issues related to the analysis of the IT market in Poland in the context of managing an employee's professional career. The third chapter presents the characteristics of the Y generation and analyses this generation against the background of other generations. The fourth chapter covers the characteristics of the methodology of own research. This chapter presents the purpose of the research, research problems and hypotheses, the characteristics of the studied sample, as well as the methods and tools used in the research. The fifth and sixth chapter covers the presentation of the results of own research conducted among employees (quantitative research) and employers (qualitative research). Chapter seven presents the author's model of career management for Generation Y employees in the IT services sector. The following research methods and tools were used in the work - an original questionnaire for managing an IT employee's career, the Rokeach value scale and an original interview scenario. The quantitative research was conducted in a group of 302 employees of the IT services sector. The qualitative research covered 50 employers from the IT services sector and employers representing organizations with a different business profile but with separate IT departments.

Keywords: career, management, generation Y, career development