

STRESZCZENIE W JEZYKU ANGIELSKIM

The main purpose of the dissertation is to theoretically and empirically determine the importance of competition as a factor influencing the effectiveness of virtual teams, taking into account creativity, commitment and AMO, i.e. the perception of human resource management (HRM) practices that support the abilities and motivation of employees and opportunities created by organizations. The realization of the main goal of the work formulated in this way requires the inclusion of specific objectives in the form of theoretical-cognitive and methodological objectives, as well as empirical and practical objectives. Due to the complexity of the matter undertaken, the dissertation adopts a multidimensional perspective, taking into account the team level and the individual level in the considerations carried out.

The structure of the dissertation has been planned in such a way that it is tailored as much as possible to the research problem undertaken and the planned research process. The dissertation consists of an introduction, five chapters and a conclusion. The first three chapters are theoretical in nature and are the realization of the theoretical and cognitive objectives set. The fourth chapter is methodological and is the link between the theoretical part and the empirical part presented in the fifth chapter.

Chapter one presents theoretical considerations on the effectiveness of virtual teams in the modern business services sector. The first part of the chapter presents the development of theory in the field of virtual teams in a chronological section, points out the characteristics and presents the author's definition of a virtual team as a basis for further consideration in this work. The second part of the chapter focuses on the meaning and measurement of the effectiveness of virtual teams and presents the results of three proceedings systematizing knowledge in the subject area.

The second chapter is a continuation of the theoretical analysis focused on the team level. The focus is on two determinants of the effectiveness of virtual teams: competition and creativity. This part of the work focuses not only on explaining the essence of the variables described, but, above all, shows the interrelationships between the constructs.

The third chapter focuses on systematizing knowledge regarding the selected individual level variables, i.e. commitment and AMO, i.e. perceptions of HRM practices that support employees' abilities and motivation, and opportunities created by organizations. In this part of the work, in addition to analyzing the definitions of the

constructs, a conceptualization of the relationship between the variables of the two levels is presented.

The fourth chapter is methodological and presents the effects of conceptualizing the key relationships between variables. In this section, the objectives of the work, the research model and the described course of the research process are presented.

Chapter five presents the results of the statistical analyses conducted, based on data from 780 members from 77 virtual teams. This part of the work presents a general characterization of the relationship between the studied variables on the basis of Pearson's linear correlation. Structural equation modeling illustrates and describes the relationships between team and individual level variables. The chapter concludes with the verification of the research hypotheses adopted in the study.

The last part of the dissertation is the conclusion, which includes a discussion of the theoretical and empirical findings by comparing the results of the conducted research in the context of the current state of knowledge presented in the literature. Theoretical and practical implications are indicated and directions for future research are identified. Finally, the limitations of the methodological solutions and assumptions adopted are described.

Keywords: virtual team, competition, effectiveness, creativity, AMO, commitment