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A method of increasing the employability of people with disabilities on the open labor market

Summary

The work addresses the issue of organizational changes that can be implemented in enterprises in order to increase the level of employability of people with disabilities, i.e. recruiting and retaining employees with disabilities at work and appropriately using the competences of these employees. On the way to achieving the goals set in the work, an extensive analysis of the literature on the topic was carried out, covering the problem of employability of people with disabilities, classification of disabilities in relation to the professional competences of this group and organizational changes in enterprises. After analyzing the literature and finding a research gap in the form of insufficient knowledge regarding changes undertaken by enterprises in order to acquire, maintain and appropriately use the competences of employees with disabilities, research methods and tools were selected to enable the research process to be carried out. The study covered enterprises from the open labor market. Additionally, the work verified the model for assessing the competences of people with disabilities. However, as the literature and the results of the author's own observations indicate, employment and the appropriate use of the competences of people with disabilities are not possible if organizational changes are not implemented in enterprises. Finally, at the end of the work, a method was proposed to increase the employability of people with disabilities on the open labor market, which was validated through focus group interviews among experts from the community of people with disabilities. The work includes developed competence profiles and examples of practices of companies employing people with disabilities.