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THE PURCHASING MATURITY INCLUDING THE COMPETENCES OF EMPLOYEES IN THE PURCHASING AREA

Abstract

Continuous changes in the economic environment mean that the purchasing function is being transformed and the requirements for employees are evolving. The research problem considered in this work is the need to link the topic of purchasing maturity with employee competences in the area of purchasing, which was demonstrated in the form of a research gap based on a literature review. The main purpose of the study is to develop a purchasing maturity model (with specific maturity levels) taking into account the specific competences of purchasing employees. Filling the gap noticed in the literature on the subject required finding answers to the following research questions:

- Q1: What elements of the purchasing function must be met to achieve the expected level of purchasing maturity?
- Q2: How do purchasing employees and managers assess the purchasing maturity of the organization in which they currently work?
- Q3: What competencies do employees carrying out purchasing activities have?
- Q4: What competencies of purchasing employees are important in the meaning of purchasing maturity at particular levels?

In order to answer the research questions posed and to achieve the goal set in the dissertation, the doctoral thesis author carried out: a systematic review of domestic and foreign scientific literature in selected databases: Web of Science, Scopus. Then, using a survey (an original questionnaire on a representative research sample) and accompanying research (analysis of tasks and positions in the area of purchasing), it was identified the functioning of the purchasing area and the competences of purchasing employees in selected enterprises. Moreover, by conducting an expert study, the author narrowed down the list of important competences in the area of purchasing, and using the statistical method (factor analysis) established a list of key competences in the area of purchasing at four levels of purchasing maturity in two job position groups, in group 1 (support employees and specialist employees) - soft and hard competencies, in group 2 (management employees) - soft, hard and managerial competencies.

As a result of the doctoral dissertation, the Purchasing Maturity Model and Skills Framework (PMM&SF) was prepared. The doctoral dissertation ends with conclusions confirming the implementation of the research tasks and the purpose of the work, as well as proposals for directions for further research.