

Streszczenie w języku angielskim

The profession of Recruitment Specialist is one of more complex but also creative types of work. It requires from the individual constant adaption to changing conditions as well as close cooperation with many companies and job candidates. As a recruiter one must be able to recognise and define someone's competences, must be both a good speaker and listener, an effective trader or negotiator, and above all, a persistent person in pursuing the set goals. A tendency towards a very high rotation in this position has been observed on the labour market, which has become *inter alia* a motive for exploring the issue of the fit to this profession.

The problem presented in this dissertation concerns subjective and work environment resources in the context of the perceived fit to the organization among recruiters. Its theoretical part deals with selected aspects of the professional career of Recruitment Specialists and their professional effectiveness. It also defines subjective resources taking into account personality and motivation to work. In addition, it describes the characteristics of supplementary and complementary fit and selected resources of the work environment. The author's own research has been devoted to determining the relationship between subjective resources (the respondents' personality and their motivation to work) along with the work environment resources and the sense of subjective fit to the organization in the professional group of recruiters.

The research group included 330 Recruitment Specialists from all over Poland. In order to verify the hypotheses, the following research methods have been used:

- the Person–Organisation Fit Questionnaire P–O (J. Czarnota-Bojarska, 2010),
- the HEXACO Personality Inventory (M. C. Ashton, K. Lee, 2007; Polish adaptation by P. Szarot, 2007),
- the Work Extrinsic and Intrinsic Motivation Scale WEIMS-PL (M. A. Tremblay, C. M. Blanchard, S. Taylor, L. G. Pelletier, M. Villeneuve, 2009; Polish adaptation by M. Chrupała-Pniak, D. Grabowski, 2013),
- the Areas of Worklife Survey AWS (C. Maslach, M. Leiter, 1997; Polish adaptation by A. Izwantowska, J. Terelak, 2009).

The analysis of empirical material has shown that there is a statistically significant relationship between the subjective resources (such as personality and motivation to work) together with the work environment resources and the sense of subjective fit to the organisation. The most important influence on the perceived fit of Recruitment

Specialists is their motivation to work. Selected resources of the work environment, primarily behavioural control, values, social support and a sense of justice, significantly affect supplementary and complementary fit as well. The personality traits of recruiters, including agreeableness, emotionality, extraversion and openness to experience, also have a significant impact on both types of the fit. On the basis of the obtained results, it can be additionally concluded that gender and seniority are significant predictors of organizational fit among recruiters.

Keywords: Recruitment Specialists, personality, work motivation, work environment resources, professional effectiveness, human resources industry