

Conditions of Human Resource Development in Small Enterprises: The Results of Comparative Studies Conducted in Poland and Finland

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Abstract : This paper utilises literature studies and author's research conducted in small enterprises using survey. The purpose of the study is to identify conditions of employee development in small enterprises. More specifically, it will be barriers to employee development, needs for development expressed by interested employees themselves and the attitude of the company to employee development. Moreover, the enterprises participation in funding and initiating development activities will be presented. Paper presents the results of comparative studies conducted with employees of small enterprises in Poland and Finland in 2015-2016.

Keywords : employee development, Finland, human resources development, Poland, small enterprises

Conference Title : ICEM 2016 : International Conference on Economics and Management

Conference Location : Tokyo, Japan

Conference Dates : May 26-27, 2016