

# ANNA PAWŁOWSKA

associate professor

ORCID: 0000-0001-8534-3317

[annap@wz.uw.edu.pl](mailto:annap@wz.uw.edu.pl)

## EMPLOYMENT HISTORY AND SCIENTIFIC PROJECTS ACTIVITY

**Poland, University of Warsaw, Faculty of Management**

<http://www.wz.uw.edu.pl/en/>

**December 2021 until today – associate professor, University of Warsaw, Faculty of Management, Academic Subunit for Organizational Psychology and Sociology**

February 2019 – November 2021 – adjunct/assistant professor, University of Warsaw, Faculty of Management, Academic Subunit for Organizational Psychology and Sociology

October 2017 – January 2019 assistant lecturer, University of Warsaw, Faculty of Management, Academic Unit for Organizational Psychology and Sociology, Academic Subunit for Organizational Sociology

March 2006 – September 2017 – appointed assistant professor, University of Warsaw, Faculty of Management, Academic Unit for Organizational Psychology and Sociology, Academic Subunit for Organizational Sociology

2010–2012 – acting head of the Academic Subunit for Organizational Sociology, University of Warsaw, Faculty of Management

2004–2005 – assistant professor, fixed-term contract, University of Warsaw, Faculty of Management

### **Leadership in externally funded national research projects**

2021 - research manager of a project for the labor market financed by the Polish Agency for Entrepreneurship (PARP) implemented in the competition under the Smart Growth Operational Program 2014-2020, priority axis II: Support for the environment and the potential of enterprises to conduct R & D & I, Measure 2.3 Pro-innovative services for enterprises, Sub-measure 2.3.2. Vouchers for innovations for SMEs, Stage I – services (EU Funds)

2006 - research and implementation project manager. Development of program assumptions for general and specialist training courses for the civil service corps under the Sectoral Operational Program Human Resource Development (SOP HRD, EU Funds) - Measure 2.4 Strengthening administrative capacity;

2009 - 2010 - Postgraduate Management Studies for Human Resources of the Modern Economy, manager of the Competence Management specialization;

### **Leadership in externally funded international research projects**

2014 - research manager in a transnational project in cooperation with the Danish Aarhus Job Center *Changing thinking as the key to social inclusion*, POKL.07.02.01-14-004 / 13 European Social Fund under the Human Capital Operational Program p

2010-2012 - research manager in a transnational innovation and testing project in cooperation with the Danish Aarhus Job Center *Adaptation of the "WellBox" model as a tool for extending the age of professional activity* in the Masovian regional labor market co-financed by the European Social Fund under the Human Capital Operational Program priority VI.

### **Member of the research team in projects**

2017 - consultant in the development of the research process (building a diagnostic tool) in the Global Entrepreneurial Talent Management 3 (GETM3) 2017 project financed under the H2020-MSCA-RISE-2016 program (Marie Skłodowska-Curie Research and Innovation Staff Exchange).

2013 - member of the research team at the stage of design and implementation of research and data analysis in the HR Perspective project implemented by the International Management Center of the University of Warsaw in cooperation with PWC, the Polish Association of Human Resources Management and PKN Orlen SA;

### **Others (chosen)**

2021 – January-December – HRM consultant in Polish Ministry of Climate and Environment

2020 - November - expert cooperation with the journal Personnel and Management, (Infor publishing house)

2007 - 2017 - deputy member of the Monitoring Subcommittee of the Human Capital Operational Program 2007-2013, Voivodship Office, Mazowieckie Voivodeship

2012 - development of recommendations for the Senate Committee on Family and Social Policy regarding solutions used in the model tested for the Polish labor market as a result of research carried out by a research team under my leadership as part of a transnational project with Job Center Aarhus

2004 - 2007 - external consultant - international HR consulting company Hay Group S.A., participation in projects related to human resource management; conducting Assessment Center sessions, employee competency assessment

Since 2007, conducting trainings for many companies and institutions, including, for example, the Polish Center for Testing and Certification, Mazovia Development Agency Plc., Polish HR Forum, Justice and Monta-Engle Central Europe S.A. in Cracow.

## COOPERATION WITH SCIENTIFIC JOURNALS

### Constant peer review cooperation with scientific journals (chosen)

European Management Journal  
Journal of Organizational Change Management  
Management Issues

## HONORS AND AWARDS

2021 December- Internal grant of the University of Warsaw for the employees' research potential increase (IDUB)

2019 - January - December - scholarship from the Rector of the University of Warsaw for outstanding scientific achievements

2019 - nomination by the Senate of the University of Warsaw for the Prime Minister's award for habilitation thesis

2014 - Distinction in the competition of the University Center for Technology Transfer, University of Warsaw

2004, 2005, 2006, 2007, 2008, 2009, 2012, 2013, 2017 - nine awards from the Rector of the University of Warsaw, including seven individual awards, one individual for scientific achievements of the 3rd degree and one for a team for scientific achievements

## ORGANIZATIONAL ACTIVITY

2019 September – until today - member of the Scientific Council of the Scientific Discipline of Management and Quality, Faculty of Management, University of Warsaw

2016 until today - a member of the Faculty Council of the Faculty of Management at the University of Warsaw

2019 September - December 2020 - member of the Council of the Doctoral School of Social Sciences at the University of Warsaw

2014 until today - member of the organizing committee and reviewer of the international conference Entrepreneurship of the 21st century, Faculty of Management, University of Warsaw

2006 – founder, promotor of the Students Career Office, Faculty of Management, University of Warsaw

## TEACHING EXPERIENCE

### (CHOSEN)

Human Resource Management - Global MBA Management Faculty WU, Executive MBA Management Faculty WU

Organizational behavior, Motivating systems, Personnel strategy, Psychology of management, Creativity training, Interpersonal communication and teamwork, psychological mechanisms of advertising, Career building, Psychology of

## EDUCATION

2018 - September - habilitated doctor of economic sciences in the field of management and quality sciences, University of Warsaw, Faculty of Management

2003 – December – Ph.D. in organisation and management sciences, University of Warsaw, Faculty of Management

1992 – June 1996 – M.A., University of Warsaw, Faculty of Management

1989 – December 1995 – M.A., University of Warsaw, Faculty of Psychology

## CHOSEN PUBLICATIONS IN ENGLISH

Pawłowska A., Dubel P. 2020. The Beneficiaries of Training Co-Financed by the ESF and Their Employability Market Orientation in Creating Labour Market Competitiveness, *Sustainability*, No. 12(22), doi:10.3390/su12229712,

Pawłowska A. 2019. Editor and co-author of special edition: Employee and Employer on a Changing Labour Market, *Management Issues*, 17, No. 6(86); DOI: 10.7172/1644-9584.86.3

Pawłowska A. 2019. Employability Market Orientation of Employee on the Gig Economy Labour Market, *Management Issues*, 17, No. 6(86) 58-73; DOI: 10.7172/1644-9584.86.3

Pawłowska A., Kacprzak A. 2017. Work and shopping overflow – Consequences and differentiation among selected psychological and demographic characteristics, in: *European Management Journal*, vol. 35 Iss. 6, s. 755–765

Pawłowska, A. 2017. Lifelong learning motivation at the age of 45+. Some sources of limitations, in: Kozuch B., Sułkowski Ł., (eds.) *Reflections about Contemporary Management*, Frankfurt: Peter Lang GmbH, s. 126-136

Pawłowska A. 2015. The customer orientation of current and future entrepreneurs in research using projection methods: implications for education, in: Sanchez-Garcia J.C. (ed.) *Entrepreneurship Education and Training*, Zagreb, Croatia: INTECH, s. 141-170

Pawłowska A., Zdziarski M. 2015. Dimensionality of Leadership in the Perceptions of Senior Human Resource Executives in Poland in: *MBA.CE*, Vol. 23, No. 1/2015

Pawłowska, A., Kacprzak, A., Strzelecki, A. 2010. To be or not to be ... An entrepreneur? An analysis of polish students' entrepreneurial predispositions, in: *Transformations in Business & Economics*, vol.9, No 1 (19), s. 124-145

Pawłowska, A., Kacprzak, A., Strzelecki, A. 2006. Postmodern Consumption Patterns in Polish Entrepreneurs` Behaviour, in: *Transformations in Business & Economics*, vol. 5, No 1 (9), s. 81-99

MORE:

- <http://www.wz.uw.edu.pl/portale/postepowania-habilitacyjne/arttykul/27648/dokumentacja-przewodu-habilitacyjnego-dr-anny-pawlowskiej>