

## From the Editor

The development of the knowledge-based economy as well as the whirlwind rate of technical progress is forcing economic organizations to act so as to foster a long-term competitive advantage. Its main leverage is growth in innovation—understood as the long-term ability of a company to innovate—which is significant not only for businesses, but also for the social and economic development of countries and regions. The weight of this problem for the European Union was accented in the Lisbon Strategy, while the year 2009, preceding the deadlines set for the implementation of its primary targets, has been announced the European Year of Creativity and Innovation.

The enormous importance of innovation is why this is the second time that we are looking at the role of human resource management (HRM) in the development of company innovation. This issue touches upon matters of the sources of growth of innovation from the perspective of use of human resources in practice—resources making up its unlimited, but insufficiently appreciated source. Such utilization is dependent on many factors and entities. An outstanding position among them is occupied by the manner of human resource management in the organization. The question emerging is to what extent HRM supports this development in practice. Which one of its models, from the point of view of science, is particularly friendly with respect to the development of innovation?

The series of papers is closed by an article by Prof. J. Strużyna. The article justifies the application of the evolutionary approach in HRM theory while simultaneously demonstrating that such HRM supports the development of innovation in its very essence. What is more, it is in itself innovative. The impact of HRM based on the evolutionary approach in no way limits itself to innovation, however. At the same time, the article opens up a discussion on the concept of HRM utilizing the evolutionary approach, its

trump cards, and its possible limitations. You are invited to take part in this discussion on the pages of the bimonthly as well as our Internet pages.

The “Leaders’ Forum” section contains three presentations of solutions in the area of HRM in innovative companies—IBM Polska, Sygnity, and DHL Express Polska. Such presentations provided by the directors of HRM departments or specialists employed there always stir great interest not only on the part of practitioners, but also that of researchers. We hope that this will also be true this time.

In conclusion, I recommend the reading of the communiqué on research into the assessment of workplaces by workers in Poland, the attitude of employees (M. Zakrzewski and A. Wiszenko). Although true that these studies are not directly linked with innovation, they do provide much interesting information that may be helpful in explaining the poor utilization of human resource potential in the development of innovation in Poland. For example, they point to the low indicator of trust (38%), unfavorably distant from the level considered to be a minimum (60%) so a company can be considered a Great Place to Work. A low level of trust or its absence in a company does not build involvement. It does not create an innovative attitude.

As usual, readers will also find reviews of new books in this issue. This time the reviews look at works whose authors, co-authors, or editors are leading Polish specialists in the field of HRM.

For ten years now, the Scientific Committee on Labor and Social Policy of the Polish Academy of Sciences has awarded the Waclaw Szubert Medal to persons and institutions that are outstanding through special achievements in the area of labor (human resource management) and social policy. The medals honor two scientists—Prof. M. Seweryński and Prof. J. Witkowski—and IBM. A presentation of their achievements is found in the “Chronicle, Information” section.

The examined question of greater input by HRM into the development of innovation is sufficiently important to be deserving of a lively and rich exchange of views and experiences. This exchange should not only be with the participation of heads and the staff of HRM departments, but everyone who has an impact on the implementation of the personnel function on the development of innovation. Counting on this, I invite everyone to read this edition of the bimonthly and to enter the discussion on the problems it investigates.

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