

CAREER MANAGEMENT DETERMINED BY FLEXIBLE MODEL OF EMPLOYMENT: EDUCATIONAL AND PROFESSIONAL IMPLICATIONS

Dr. Aleksandra KULPA-PUCZYŃSKA
Kazimierz Wielki University in Bydgoszcz
Faculty of Pedagogy and Psychology, Institute of Pedagogy
Department of Pedagogics of Work and Andragogic
POLAND

ABSTRACT

Flexibility of employment promotes maintaining motivation to continuous learning, especially when it comes to increasing interdisciplinary knowledge and, the so called, key abilities. However, employees often bear high costs of extra training, performance improvement and retraining. It is so, because employers are rather unlikely to invest in people who have less chance of being employed, part-time employed or employed temporarily. Paradoxically, the flexible model of employment favours people with better qualifications and professional competencies, innovative and knowledgeable people, who provide economy with *know-how*. It is them, who receive support in the process of career planning and professional development.

The conclusions of theoretical analysis, supported by own experience and the ongoing research demonstrate that the approach of Polish people towards the problem of flexible employment is evolving. It is resulting from many changes occurring in the labour market, technology, organization of work and increased awareness, mobility and resourcefulness among workers.

Key Words: Flexibility of employment, professional career, continuing education.