

prof. dr hab. Katarzyna Piwowar-Sulej
Uniwersytet Ekonomiczny we Wrocławiu

**HOW THE LONG-TERM PERSPECTIVE IS RESPECTED IN HR DEVELOPMENT
PROCESS. THE TRANSFORMATION TOWARDS SUSTAINABLE
ORGANIZATIONS**

ABSTRAKT

Although long-term orientation is embedded in the notion of sustainability and human resource development (HRD) is the area of management, which to a greater extent stimulates organizational sustainability, none of previous studies examined the linkage between the long-term orientation of HRD (LOHRD) and organizational sustainable performance (OSP). This study aims to fill this gap as well as to demonstrate areas which must be improved in practice to make HRD more long-term oriented. Research conducted among 400 mid-sized and large companies in Poland revealed that LOHRD significantly and positively stimulates OSP. The surveyed companies should care for making the HRD process more regular, provide employees with the knowledge on benchmarks as well as strengthen their knowledge and skills obtained during training through additional activities. This will help in achieving a higher level of long-term orientation of HRD.