

Politechnika Łódzka



Technical University of Łódź, Poland

Over 20000 students
Over 1600 academic staff
75 departments
9 faculties

**TUL has been awarded
the ECTS Label by the
European Commission
as the only University
in Poland**



Politechnika Łódzka



Faculties:

- Mechanical Engineering
- Electrical, Electronic, Computer and Control Engineering
- Chemistry
- Material Technologies and Textile Design
- Biotechnology and Food Sciences
- Civil Engineering, Architecture and Environmental Engineering
- Technical Physics, Computer Science and Applied Mathematics
- Process and Environmental Engineering
- Organization and Management
- Institute of Papermaking and Printing



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International programmes

International Faculty of Engineering (IFE)

Programmes taught in English:

- Architecture Engineering
- Biomedical Engineering
- Biotechnology
- Business and Technology
- Computer Science
- Information Technology
- Mechanical Engineering and Applied Computer Science
- Telecommunications and Computer Science
- Science and Technology

Programme taught in French:

- Gestion et Technologie

over 1000 students



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FACULTY OF ORGANIZATION AND MANAGEMENT STRUCTURE

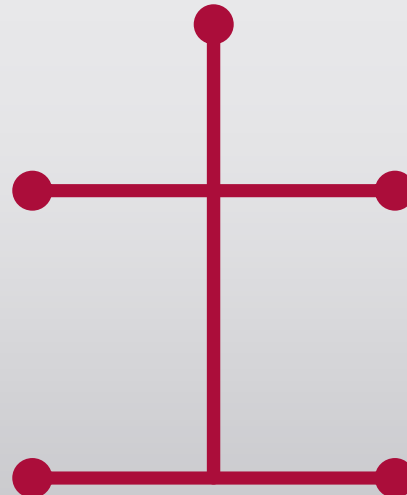
**INSTITUT
OF HUMAN SCIENCES
AND MANAGEMENT
OF TECHNOLOGIES**

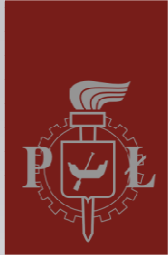
**DEPARTMENT
OF MANAGEMENT**

**DEPARTMENT
OF MANAGEMENT SYSTEMS
AND INNOVATION**

**DEPARTMENT
OF PRODUCTION MANAGEMENT
AND LOGISTIC**

**DEPARTMENT
OF EUROPEAN INTEGRATION
AND INTERNATIONAL MARKETING**





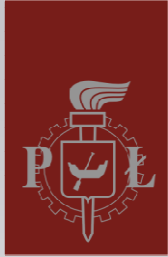
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FIELDS OF STUDY

- EUROPEAN STUDIES
- MANAGEMENT
- MANAGEMENT AND PRODUCTION ENGINEERING
- OCCUPATIONAL SAFETY ENGINEERING

DEGREES: B.A., B.Sc, M.A., M.S.C.



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RESEARCH AREAS

INNOVATION

- The implementation of changes in organization
- Methodology based on the analysis and the use of organization dynamic characteristics.
- Diffusion of personnel innovation in organizations
- The management of innovative processes in the sector of industrial biotechnology.



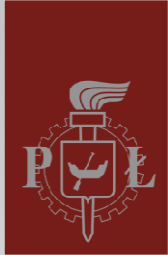
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RESEARCH AREAS c.d.

COMPETITIVENESS

- competition improvement via intellectual development
- factors creating companies competitiveness
- the influence of advanced HI technology centers on the companies innovativeness in textile industry



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RESEARCH AREAS c.d.

NEW METHODS IN ORGANIZATION MANAGEMENT

- Knowledge and Technology transfer platform as a tool of forecasting and simulating technology development in the region
- The development and use of modern tools of economic data analysis
- Local brands management by french investors in Poland



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Technical University of Łódź, Poland
Faculty of Management and Organization



DIFFUSION OF PERSONNEL INNOVATIONS IN POLISH ENTERPRISES

Elżbieta Jędrych
Małgorzata Miller

NEW DIRECTIONS IN LEADERSHIP AND INNOVATION:
A EUROPEAN-ASIA PACIFIC DIALOGUE
MONASH PRATO CENTRE
6-8 SEPTEMBER 2010



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THESIS

- Poor realization of personnel function in numerous Polish companies is (or will become soon) a factor limiting competitiveness. In Polish conditions this function is considered subordinate to marketing or financial function in many companies.
- Introducing personnel innovations brings real benefits to companies; increases profits and competitiveness of companies
- Personnel function is a specific area for innovations. Personnel innovations are in relation with people's wellbeing and their interests. People follow not only logical arguments and organization success.
- Diffusion is a specific phase of innovation process; total effect of innovation process would be limited without innovation diffusion process.



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AIM OF THE RESEARCH

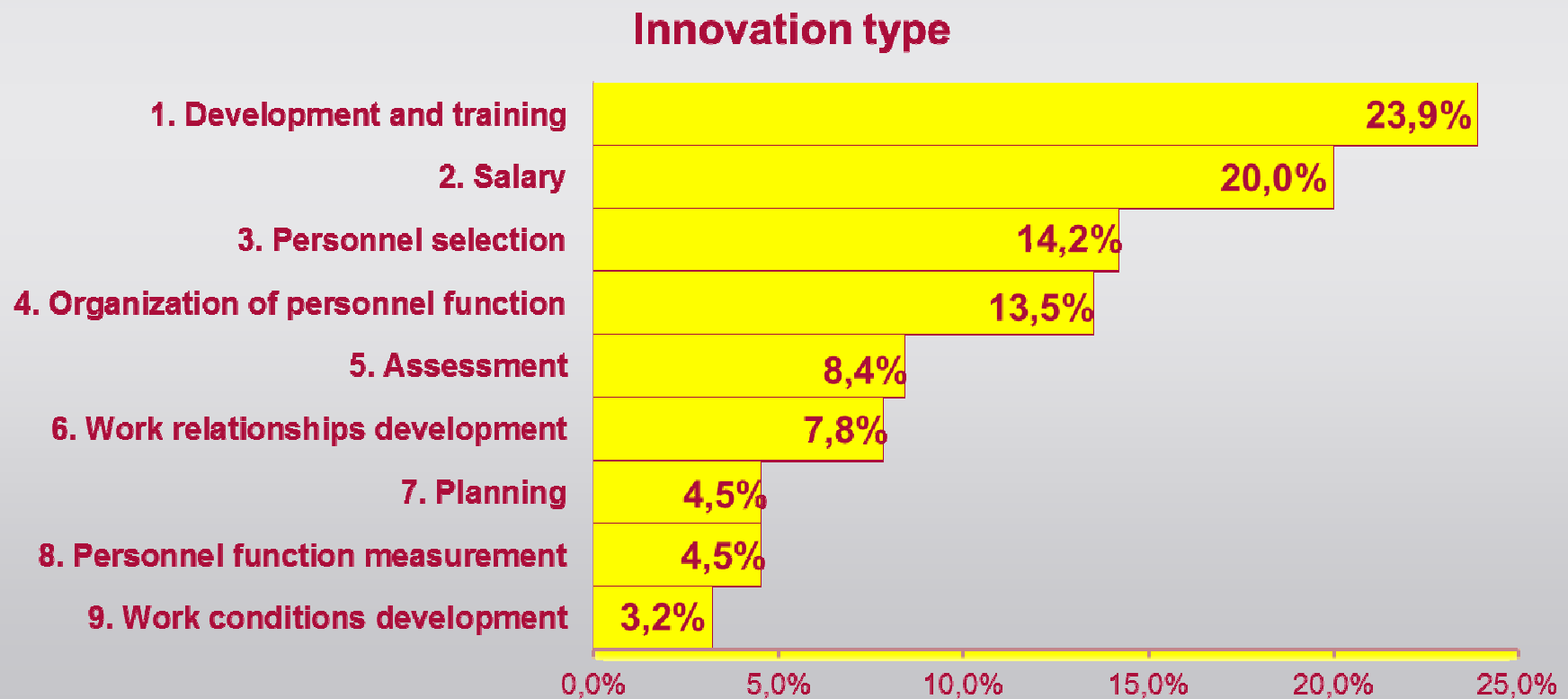
Gaining knowledge of mechanisms of personnel innovations diffusion inside economic entities and providing backgrounds for formulating conclusions on controlling the process.

RESEARCH METHODOLOGY

- The research was carried out in years 2007 – 2009 and divided into two phases
- The aim of the first phase was to diagnose the status of personnel innovativeness
- The aim of the second phase was to assess the mechanisms of innovation diffusion



INNOVATIONS IN PARTICULAR AREAS OF PERSONNEL FUNCTION

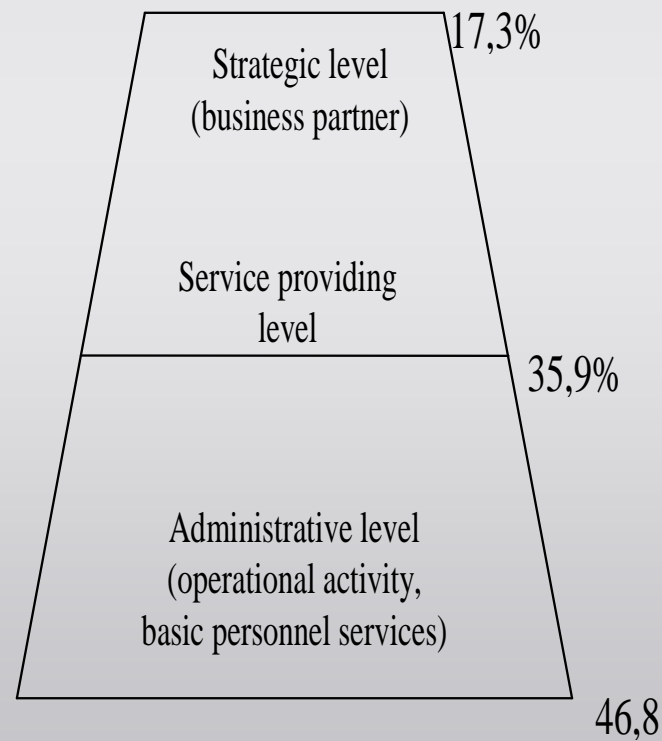




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Level/degree of realisation of personnel function of /in organisations that have implemented innovations (n=139)



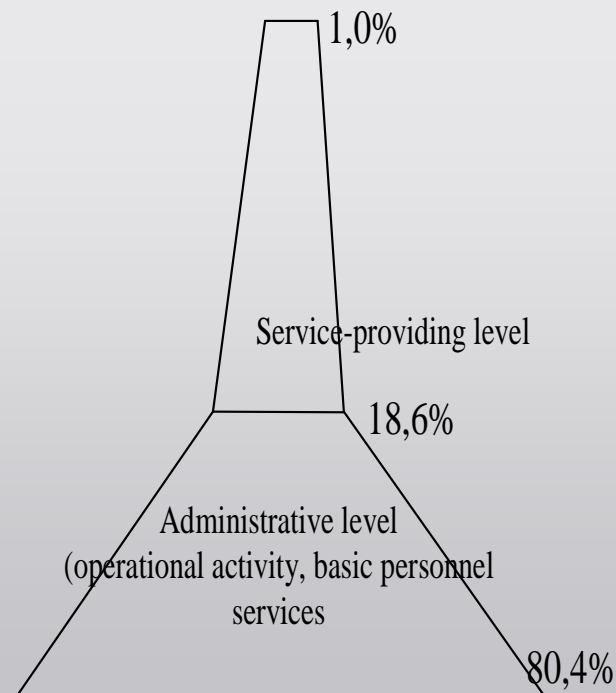


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Level of personnel function realization in companies that have not introduced innovations (n=261)

Strategic level
(business partner)



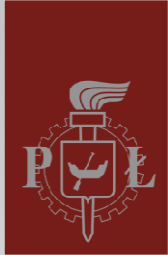


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MODELS OF PERSONNEL INNOVATIONS DIFFUSION

- Hierarchical-procedural model; assumes „hard” innovation implementation, was used in five companies. In four of them diffusion process was successful in one it was a failure.
- Network-adaptation model; assumes flexible approach to innovation, was used in six companies. In two cases diffusion was a success in four it was a failure
- Consultancy-correction model; assumes implementation of innovation basing on an external consulting company was applied in four companies. In three of them it was successful in one it was a failure



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ACTIONS FOR THE IMPLEMENTATION OF LIFELONG LEARNING STRATEGY AT TUL

- Development of the student centered system based on learning outcomes and Qualifications Framework.
- New teaching methods introduction:
 - Problem Based Learning
 - Project Based Learning
 - students mobility – mobility semester



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25 POSTGRADUAT STUDIES ORGANIZED BY THE FACULTY OF MANAGEMENT AND ORGANIZATION

For example

- MANAGEMENT IN ORGANIZATION
- PROJECT MANAGEMENT
- LOGISTIC MANAGEMENT
- HUMAN RESOURCES MANAGEMENT
- PRODUCTION MANAGEMENT
- MANAGEMENT AND QUALITY MANAGEMENT SYSTEMS
- BMA INNOVATIVE TECHNOLOGIES
- FINANCIAL MANAGEMENT AND ACCOUNTING

SPECIAL COURSES ORGANIZED FOR COMPANIES – ended with certificate



Politechnika Łódzka
Wydział Organizacji i Zarządzania



doc. dr inż. Małgorzata Miller
Prodziekan ds. Studiów Niestacjonarnych i Obcojęzycznych

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International Faculty of Engineering



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Deputy Head

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