



Krakow, 01.09.2015

Dear Sir or Madam,

As a result of globalization, growing possibilities created by new technologies, generation of intellectual capital as a source of competitive advantage or, finally, the need to operate under the conditions of continuous changes, international human resource management has become one of the most important challenges to be faced by contemporary organizations. In order to meet them, organizations more and more often opt for hiring employees from different cultural circles or for delegating expatriates to subordinate foreign entities. At the same time, employees themselves more and more often show initiative in searching for job outside their country of origin. Thus, international companies need employees who easily adapt to new cultures, are able to work effectively in multicultural teams and communicate in many languages. This is why one of the challenges faced by contemporary organizations is proper design, implementation and execution of the adaptation process.

In connection with this fact, I am presenting you a proposal of participation in a research project whose goal is to identify **the conditions of employee adaptation in an international work environment** and develop an adaptation model, taking account of the applied adaptation tools and techniques, entities involved in the process, desired profile of an employee able to acculturation, and method of measuring effectiveness of the aforementioned process, dependent upon the degree of work environment internationalization. This project is financed entirely by **the National Science Center** (UMO-2013/11/N/HS4/03179). The first stage of the project focuses on analyzing the literature achievements in the analyzed area and on learning about up-to-date solutions applied by companies that operate on international markets, and on creating the profile of an employee who is predestined to work in such environment.

If you are interested in participation in the project as experts, please contact me via e-mail or using the form <http://incompany.uek.krakow.pl/kontakt/>. Your participation in the project is **completely free and requires a small amount of working time** (approx. 40 minutes to fill in the surveys by employees and approx. 2h to interview individuals responsible for the adaptation process). The collected information will be used exclusively for scientific and teaching purposes. Your knowledge and experience will enable creating adaptation solutions that will be fostering faster and more effective implementation of employees to work and will give employees a chance for identification and development of competences facilitating work in an international work environment.

A **benefit** for project participants will be a **mini-audit of the adaptation procedure** along with recommendations for a particular company and access to the prepared collective results – practices of companies in employee adaptation, being a type of **benchmark** of activities in this area.

I am looking forward to your positive response.

Yours faithfully,

Iwona Kubica - Project Manager