
Agile and Entrepreneurial Attributes of Young Employees as a Determinant of Market Success in the Light of Own Research

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Abstract:

Purpose: The aim of the article is to analyze the agile and entrepreneurial attributes of young employees as determinants of effective business management.

Design/Methodology/Approach: In order to thoroughly investigate this phenomenon, in January 2022 a survey was carried out in accordance with the CAWI standards. The survey involved 632 respondents.

Findings: A close relationship has been shown between the ability to initiate new projects and the search for innovative ideas. Initiating new projects is also associated with the ability to take advantage of opportunities.

Practical Implications: The management of the organization should educate and strengthen the organizational agility and entrepreneurship in the employees employed. Only employees with a high need for success, recognition and achievement, as well as the ability to make decisions in conditions of uncertainty, will contribute to the market success of the organization.

Originality/Value: The article presents original scientific research. In addition, the original value is the presentation of statistical dependencies using the Pearson correlation coefficient, which is a measure of the linear relationship between variables. A close correlation has been shown between the ability to initiate new projects and the search for innovative ideas and at the same time the ability to seize opportunities. In turn, creativity in action is a derivative of initiating new projects. An employee who is able to adapt to changing conditions is at the same time able to take advantage of opportunities.

Keywords: Entrepreneurship, agility, management, enterprise, employees.

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1. Introduction

Human resources are the most important backbone of any organization. Managing them is an extremely complicated process and includes the problems of planning, organizing, motivating, evaluating and improving staff. The overriding goal of such a process is to increase competitiveness on the market, consolidate the market position of the organization, as well as increase agile and entrepreneurial attributes among employees. Hence, the process of activating such attitudes is so important.

The aim of the article is to analyze the agile and entrepreneurial attributes of young workers. In order to thoroughly investigate this phenomenon, in January 2022 surveys were conducted in accordance with the caWI technique standards. The survey involved 632 respondents. The results of the conducted research may contribute to the process of strengthening agile and entrepreneurial attributes among employees.

2. Literature Review

2.1 Practices of Agile Human Resource Management in Scientific Theory

The subject of in-depth research and analysis was the ability to develop agile and entrepreneurial attributes in the employee. Empirical research on the creation of a theoretical model of the impact of several employee management practices on their agility was conducted by Sumukadas and Sawhney. The subject of this research was the effect of employee involvement referred to as (Sumukadas and Sawhney, 2012) exchange of information, training, prize, and separation of powers.

Sumukadas and Sawhney analyzed their previous research that looked at the impact of employee engagement practices, including satisfaction and efficiency. They concluded that the practice of power-sharing can have a major impact on the agile and entrepreneurial attributes of workers. Other employee engagement practices have a direct and indirect impact on these aspects. These hypotheses have been verified by modeling structural equations (Sumukadas and Sawhney, 2012).

The research area was also the relationship between personnel management practices and management efficiency. Such research was carried out by Kathuria and Partovi (Kathuria and Partovi, 2009). They emphasized the high flexibility of production, analyzing the impact of the workforce practices used by the manager on the perception of his achievements by employees. Employee management practices have been divided into three groups: (1) business relationship-oriented practices; (2) participatory leadership practices and delegation practices; (3) work-oriented practices.

These considerations and analyses were concluded that the flexibility of production has a moderate impact on the relationship between practices affecting the face of

employees and their productivity. A close relationship has been demonstrated between collaborative practices and delegation practices, which play an important role in the implementation of flexible forms of management (Kathuria and Partovi, 2009; Norena-Chavez and Thalassinos 2022).

It is also worth referring to the theory of Hackman and Oldham, which states that employees who feel fully responsible for the effects of work are convinced that the action performed is highly accurate, and they themselves receive information about the quality of their contribution to the task. They automatically acquire the need to perform work effectively, while striving to improve the results of their work.

The authors cited earlier assign a lot of attention to autonomy and feedback. In a situation where the task will be accompanied by wide autonomy, the results of work depend more on the employee, his initiative and effort and decision than on the orders of the company's management or a thorough study of the instructions. The work characteristics model is widely used and includes a dominant approach to research on the design of work and its results. In practice, it has been proven that a certain characteristic of work is associated with a huge range of results in work (Morgeson and Campion, 2006).

Karasek (1979) extended the described model of work characteristics by introducing the JDC model - Job Demands - Control Model. Karasek recognized that the impact of different Job Demands and Control shows different results. The phenomenon becomes visible when variables such as work intensity and health factors are taken into account. The main assumption of the JDC model remains the thesis that the effects of work depend on the combined impact of two dimensions of work, which include: requirements and the amount of control over the employee and the work performed by him (Karasek, 1979; Norena-Chavez and Geuvara, 2020).

Given this model, control over employees is measured in terms of freedom of decision, which in turn consists of two components, including task authority—also called task autonomy—and skill autonomy—also known as the skill field. Task autonomy is understood as the amount of control that employed employees exert over the implementation of each aspect of the activity performed, including working methods and application or sequence of work.

In contrast, the skill field describes the extent to which human resources take control of the use of their own skills during the execution of work. The best results in terms of intensity and control are taken by work with a high level of control and a low level of skill utilization. Such work was defined as high-load work. Employees who are able to actively meet the challenge will perform low-load work.

However, in a situation where the requirements remain low and the control is high, then this type of work experience is qualified as just such a type of work. Situations in which both the requirements and the level of control are low constitute passive

work, which can become an integral cause of a gradual decline in excluded skills and abilities (Cross, Gardner, and Crocker, 2021; Edmondson and Gulati, 2021).

In economic theory, various suggestions can be distinguished regarding the essential features of work and their relationship with the performance of the employee. They are closely related to the theory of socio-technical systems (STS). StS theory is one of the first to define the fact that the production system must not be treated as a technological subsystem or a social subsystem (Morgeson and Campion, 2003).

According to this view, the technological and social subsystems remain closely determined and interconnected, while the organization of production must be analyzed precisely in relation to both subsystems. It can therefore be concluded that work results such as productivity and job satisfaction will be much better thanks to the joint optimisation of both social and technological subsystems. The theory of sociotechnical systems also describes the conditions and principles for designing optimal work (Rigby, Elk, and Berez, 2020; Todorovich, 2021; Raju and Koch, 2019).

It was concluded that in the process of socio-technical design, the tasks that have been performed in the workplace should be autonomous and at the same time form a single whole. In turn, the staff of the organization should be provided with an appropriate level of control in order to effectively affect operations within the task environment. It is also a good idea to perform an inspection directly of the position related to the task.

Taking into account the assumptions of STS social engineering systems, the methods and objectives of the implementation of tasks should be at least minimally defined, in order to provide staff with greater freedom and flexibility in responding to unexpected events and circumstances. A turbulent business environment does not allow to eliminate certain inconsistencies and conflicts. Thus, there are suggestions to give the most autonomy in action to line managers. In order to reduce conflict situations at work, other employees should also have access to relevant information to be able to participate in decision-making (Nowosielski, 2012).

According to another theory, along with the increase in the autonomy of individual employees, the freedom of action is also increased. Then the staff can solve minor operational problems on their own. In addition, it increases its efficiency and speed of production. Wall, Jackson, Davids take the view that controlling labor conflict at the source, as well as increasing employee autonomy, are becoming very important within Modern Manufacturing and the uncertain business situation (Wall, Jackson, and Davids, 1992).

Over the years, karasek's model has evolved. These modifications also included the effects of labor requirements and the level of work control, as well as the problem of learning new patterns of behavior. It was believed that the compilation of a high

level of labor demand and labor control could lead to a high level of education of new patterns of behavior. In turn, the low level of labor requirements and labor control leads to equally low levels of education, and in extreme situations to a reduction in problem-solving activities. The assumption of the Job Demand-Control model shows, and learning occurs in a situation that is a stress factor, such as a comma demand or challenge, as well as giving decision-making capabilities (Wall, Jackson, and Davids, 1992).

Employee staff, endowed with the ability to make decisions, will also be able to add their experience to the already existing repertoire of strategies for dealing with various situations. This gives the employee the ability to "control" the work, which allows them to flexibly adapt to the requirements depending on the circumstances and needs (Dey, Yen, and Samuel, 2020).

2.2 The Essence of Entrepreneurship and Its Role in Business

Entrepreneurship can be considered a skill that consists in perceiving or inventing rational reasons for self-realization in conditions of uncertainty and risk. It is determined by access to material, financial and knowledge resources.

Entrepreneurship can be considered as the basis and method of action, consisting in readiness to undertake unconventional and at the same time risky ventures, as well as to demonstrate initiatives in their search and subsequent implementation.

Entrepreneurship should be treated in the category of openness to new ideas and organizational changes, understanding it as a readiness for continuous learning, flexibility, initiative, ingenuity and innovation. It is a kind of cognitive control over the situation, a focus on success, supported by willpower, striving for mastery, courage to move away from successfully implemented ideas, and at the same time to look for new solutions to meet the needs of customers (Stabryła, 2006).

Entrepreneurship is also understood as a method of conduct, consisting in creative, innovative taking up and solving problems, noticing and skilful use of market opportunities and flexible adaptation to turbulent environmental conditions (Panasiuk, 2006). It is assumed that entrepreneurship is a set of behaviors in the creation and implementation of projects that allow to achieve the goal. It is a basic and necessary component of the modern knowledge-based economy, functioning in conditions of generalized uncertainty and risk (Kurczewska, 2010).

In the literature on the subject, the concept of entrepreneurship is identified primarily with competitiveness, efficiency and innovation as well as change management (Kupczyk, 2009). The phenomenon of entrepreneurship contributes to the efficient allocation of existing resources and the creation of new, more innovative and more perfect ones. It is also an engine for increasing the effectiveness of change management and increasing the economic and competitive

strength of entities. It allows for taking actions to reduce risk and strengthen the identity and cohesion of the region or organization, as well as to create an effective strategy of action and increase the degrees of professional activity (Skawińska, 2010).

Employee entrepreneurship is a very desirable phenomenon in modern organizations. It allows for the introduction of innovations, shaping new combinations of factors of production, is an inspiration for the creation of new products, manufacturing processes, the introduction of manufacturing techniques and technologies and ways of organizing the production and distribution of goods and services.

Proper development of the ability to effectively respond to upcoming changes in the market environment requires entrepreneurial activities. They lead to high efficiency of the company's operation. A quick and effective response to stimuli from the market environment, competence flexibility in action can be achieved through the use of innovative tools and practices, which are a permanent equipment of enterprises, characterized by the entrepreneurial attitude of their employees.

Thus, the ability of a company to innovate in the area of products and services or business processes can be considered an inherent feature of entrepreneurship, allowing it to take advantage of opportunities arising from social activities (Sallnäs, Björklund, 2020; García-Granero, Piedra-Muñoz, Galdeano-Gómez, 2020).

2.3 Agile Attributes of Employees

The development of the concept of agility has become the response of modern enterprises to turbulent, deep, unpredictable and uncontrolled changes in the business environment. These turbulences have become an impulse to create the function of changes in the market environment and the situation of the modern enterprise. To survive, it must create the ability to strategically respond to emerging new challenges in the market environment. This is tantamount to the need to use new, educated attributes that would ensure the ability to capture market threats and opportunities (Luthar, 2012).

In the literature on the subject, the concept of agility is understood in various ways; in many publications it is defined as the ability of the enterprise to quickly deliver a product, completely adapted to the needs and expectations of the customer (Thalassinos *et al.*, 2020).

Most definitions, however, interpret the phenomenon of agility, emphasizing two aspects, speed and flexibility as the basic determinants of agile organization. An important determinant is also the effective response to changes and uncertainty of the market environment. It is reacting to changes in an instant way, exploiting and taking into account changes that are the basic factors that determine the categories of

agility. The determinant of an agile company is also the provision of high-quality products, the introduction of innovations, and the offer of a personalized product (Doz and Kosonen, 2008).

The main features of agile human capital are, above all (Breu, 2002), speed and flexibility, rapid response to change, the desire to provide high-quality and customized products, the production of an offer with a high content of information, the launch of key competences, the desire to innovate, the ability to use state-of-the-art technologies.

Doz and Kosonen (2008) define the features of an agile organization in the category strategic sensitivity, i.e., sharpness of perception of awareness and attention, free movement of resources, i.e., the ability to reconfigure business systems and the rapid movement of resources, total commitment of staff, i.e., the ability of teams at high levels of management to efficiently make key decisions.

The ability to quickly identify market opportunities and threats is a derivative of the organization's ability to make a proper diagnosis of favorable situations. An agile organization conducts systematic strategic analyses, creates early warning systems, has developed its own, effective ways of looking for opportunities in the business environment (Trzeciński, 2011).

An attribute of organizational agility is the ability to compile visionary with operational management, which in turn translates into the ability to spread ideas and embed them in the philosophy of the organization. An agile organization is able to integrate its own visions and beliefs with reality. It invests in human resources, fostering the development of highly qualified and motivated employees (Rowe and Nejad, 2009). It is endowed with the ability to reconfigure available resources, the ability to initiate, as well as undertake and implement projects (Trzeciński, 2011).

These features are closely related to the flexibility of the organization, and above all to the so-called flexible production system, which is characterized by full automation of the production processes of a wide range of products with a variable production program. This is done in conditions similar to mass production, at a lower or similar own cost and greater productivity (Krupski, 2008).

Operational agility gives you the opportunity to quickly reconfigure current and new processes, enabling the use of dynamically evolving market stimuli. Modularization and integration of business processes along with their configuration in the assumption of creating new processes becomes possible to achieve through the use of information technology.

Operational agility enables the organization to gradually reduce the information asymmetry between buyers and sellers, which is possible by the rapid delivery of information using electronic distribution channels (Bray, Reeves, Levin, Harnoss,

Ueda, Kane, Johnson, and Billespie, 2019; Cappelli and Tavis, 2018; Zhen, Xie, and Dong, 2021).

In conclusion, it can be concluded that organizational agility means a rapid response to changes in the business environment. An agile employee observes competitive markets that have unique and scarce resources, is able to establish successful relationships with suppliers, customers and competitors. Therefore, it is characterized by high complexity.

2.4 Modern Personnel Management Practices in an Agile Enterprise

The theories of human resource management presented in the previous point may take on a universal and utilitarian character, allowing them to be applied to a selected organization, marked by signs of organizational agility. The presented analysis of the theory of management of the organization, using modern personnel management practices, allows to demonstrate the factors that build organizational agility. These considerations are presented in the author's model, in Figure 1.

It was presented that specific practices of human resource management may imply the desired shape of the organization, which is called agile. Modern personnel management practices that extract agile and entrepreneurial attributes from the employee have a great impact on the creation of personnel policy in an atmosphere of organizational agility.

The original model confronts modern personnel management practices with the characteristics of an agile organization. To a large extent, organizational agility is the result of skilful human resource management. The presented model is characterized by universality, which allows it to be used in practice in a given organization. This model can become an interesting proposal for the sanitation of management in a modern enterprise.

3. Research Methods and Materials

The research problem in this article is the analysis of the agile and entrepreneurial attributes of young workers in an agile organization. The research was conducted in January 2022. During this period, a questionnaire was sent to respondents, in accordance with the cawi technique standards. The results of the surveys were developed using the SPSS Statistic program, for many years the most widely used program for the quantitative analysis of data in the social sciences (Ritzer and Dean 2012).

Thanks to it, an in-depth analysis of data was carried out, which allowed to learn about statistically significant relationships between individual groups of respondents. 632 respondents took part in the survey. Sociodemographic data of respondents are presented in Table 1.

Table 1. Sociodemographic data of the respondents

1. Gender:		
Woman	380	60,1%
Man	252	39,9%
Together	632	100,0%
2. Place of residence:		
Village	161	25,5%
A city of up to 20,000 inhabitants	56	8,9%
City of 21-50 thousand inhabitants	69	10,9%
City 51-200 thousand inhabitants	57	9,0%
A city of over 200,000 inhabitants	289	45,7%
Together	632	100,0%
3. Professional activity:		
Not working	66	10,4%
Works permanently	434	68,7%
I work part-time	96	15,2%
I run my own company	25	4,0%
I run a farm	1	0,2%
Works permanently and runs a business	10	1,6%
Together	632	100,0%

Source: Own study.

4. Research Results

During the survey, it was found that the majority of respondents consider themselves to be an enterprising person (59%). 28% are opposed to the task. Subsequently, the achievements from the glazed years were analyzed. Respondents were asked to provide approximately their school average. Most of the respondents were rather average students, although there were good students (Table 2).

Table 2. High school grade point average

More than 5	19
Between 4,5 - 5	95
Between 4 - 4,5	244
Between 3,5 - 4	204
Between 3 - 3.5	64
Under 3	6

Source: Own study.

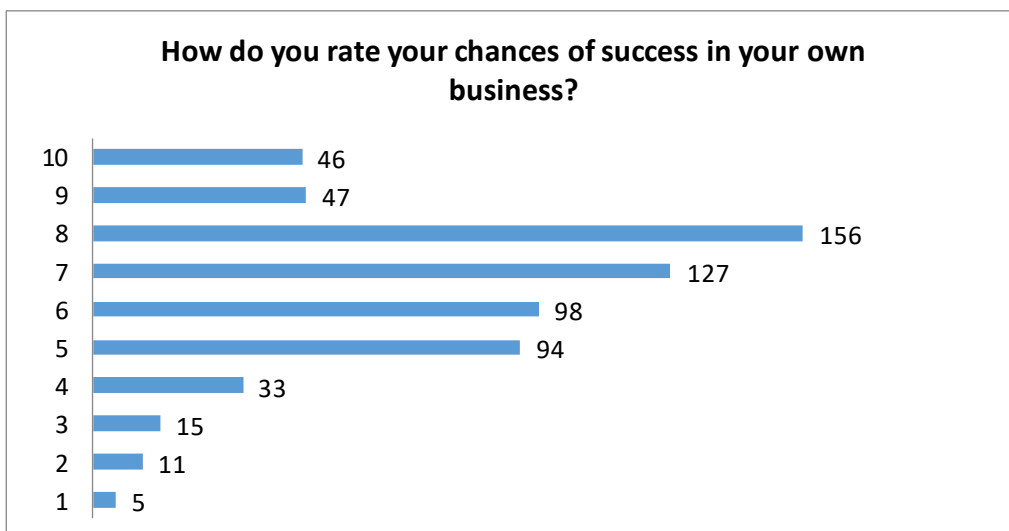
The situation was similar at the higher level of education. Most often, respondents achieved average results. It is optimistic that the smallest part of the respondents studied poorly. The data visualization is shown in Table 3. Respondents were also asked to rate their chances in their own business. It turned out that their acquired skills allow these chances to be described as quite large and large. Detailed data on this subject are presented in Table 4.

Table 3. Higher education grade point averag

Between 4,5 - 5	91
Between 4 - 4,5	184
Between 3,5 - 4	94
Between 3 - 3.5	10
Under 3	0

Source: Own study.

Table 4. Chances of success in your own business



Source: Own study.

Then it turned out that the respondents were able to undertake various tasks and successfully complete them. These people are characterized by high intrinsic motivation, as well as a number of different traits, which include resourcefulness, creativity, innovation, openness, originality and empathy (the respondents could indicate three features that, in their opinion, best characterize them). This phenomenon is presented in Table 5.

Table 5. Characteristics of the employed employees

Ingenuity	336	18%
Resourcefulness	443	23%
Openness	183	10%
Creativity	402	21%
Innovativeness	242	13%
Personality	107	6%
Originality	149	8%
Empathy	31	2%

Source: Own study.

The respondents also marked three answers which, in their opinion, determine success in business. The respondents agreed that the most important of them is knowledge, commitment and experience. A detailed description of these features is presented in Table 6.

Table 6. *Factors of success in business*

Money	205	11%
Knowledge	321	17%
Experience	267	14%
Network	47	2%
Energy	50	3%
Intuition	67	4%
Initiative	84	4%
Motivation	218	11%
Knowledge	111	6%
Contacts	110	6%
Involvement	268	14%
Technologie ICT	10	1%
People	138	7%
	1896	100%

Source: Own study.

The implementation of new solutions and techniques, as well as the creation of new products and changes in organization management are possible for entrepreneurs and employees thanks to various attributes considered entrepreneurial. The respondents specified their entire spectrum. These include the constant search for new ideas, the ability to take advantage of opportunities, the ability to initiate new projects, creativity in action, the ability to quickly move from idea to action, willingness to take risks, the ability to adapt to changing conditions, and efficient grasp of each problem and topic. Detailed data on this subject is presented in Table 7.

Table 7. *Entrepreneurial behavior of employees*

	Definitely NOT	Rather not	I have no opinion	Rather YES	Definitely YES
I'm constantly looking for new ideas	12	48	79	326	167
I can take advantage of opportunities	9	41	91	329	162
Initiates new projects	16	94	169	261	92
I'm creative in action	8	37	92	308	187
I move quickly from idea to action	18	106	121	271	116
Willing to take risks	35	153	133	221	90

I can adapt to changing conditions	7	35	82	346	162
Efficiently "embrace" every topic	12	40	118	317	145

Source: Own study.

Respondents to start their own business are motivated by various factors. These mainly include: independence, financial factors, development prospects and the realization of your own dreams. A detailed specification of these motivators is presented in Table 8.

Table 8. *Motivators of starting own business*

Money	342	18,0%
Independence	437	23,0%
Financial situation	70	3,7%
Life situation	55	2,9%
Passion	157	8,3%
Development perspective	337	17,8%
A lot of free time	34	1,8%
Friends	12	0,6%
Willingness to test yourself	125	6,6%
Making your own dreams come true	301	15,9%
Other	26	1,4%
Together	1896	100%

Source: Own study.

The respondents also provided the factors that guide them when choosing a business idea. These are usually the feasibility of performance, taking into account customer needs and development potential. These factors are shown in Table 9.

Table 9. *Factors considered when selecting a business idea*

Feasibility of execution	417	22,0%
Rationality of choice	124	6,5%
Economic effect	199	10,5%
Innovation of the idea	128	6,8%
Customer needs	367	19,4%
Building your own brand	171	9,0%
Development potential	310	16,4%
Professional experience	144	7,6%
Opinions of other entrepreneurs	26	1,4%
Other	10	0,5%
Together	1896	100,0%

Source: Own study.

Most of the respondents believe that it is possible to be an entrepreneurial person in a large corporation (78%). 6% are opposed to the task.

5. Discussion

One method of quantifying the relationship between variables is to use the Pearson correlation coefficient, which is a measure of the linear relationship between variables. In the survey of entrepreneurial attitudes, a number of questions were asked, the purpose of which was to examine entrepreneurial attitudes among young employees. Based on the question on business management, "Thinking about business and making management decisions", the following variable responses were distinguished:

- 15.1 I am constantly looking for new ideas
- 15.2 I can take advantage of opportunities
- 15.3 Initiates new projects
- 15.4 You are creative in action
- 15.5 I go quickly from idea to action
- 15.6 He is willing to take risks
- 15.7 I can adapt to changing conditions
- 15.8 I efficiently "embrace" each topic.

The correlation coefficients were then calculated between the above variables. Possible answers to the above questions about entrepreneurial attitudes were contained in the Likert cafeteria, which was assigned the following numbering:

- Definitely NO 1
- Rather NO 2
- I have no opinion 3
- Rather YES 4
- Definitely YES 5

On this basis, a table of correlation between the above variables was developed.

Table 10. Table of correlation

	15.1	15.2	15.3	15.4	15.5	15.6	15.7	15.8
15.1	1,0000	0,4151	0,4583	0,5260	0,2375	0,2189	0,3598	0,3163
15.2		1,0000	0,5245	0,3977	0,4371	0,3250	0,4576	0,4530
15.3			1,0000	0,5234	0,3695	0,2801	0,3660	0,3948
15.4				1,0000	0,3245	0,2867	0,4065	0,4533
15.5					1,0000	0,4342	0,3635	0,3615
15.6						1,0000	0,3710	0,2495
15.7							1,0000	0,5183
15.8								1,0000

Source: Own study.

The value of the correlation coefficient should range from -1 to 1. Table 10 shows the strength of the correlation between the variables 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, where: -1 means a negative linear correlation between two variables; 0 indicates no linear correlation between the two variables; and 1 represents a positive linear correlation between the selected variables.

The further the correlation coefficient deviates from zero, the stronger the measured relationship between the two variables. Most correlation indicators are between 0.2 - 0.5. This shows not a very strong, even weak ($0.2 \leq r \leq 0.4$) or moderate ($0.4 \leq r \leq 0.6$) positive relationship between the selected variables.

6. Conclusions

Human resources can greatly enrich the development potential of an organization, but the condition for this is their proper management. The market success of any organization depends largely on the fewer employees employed, on their competences, skills, commitment, motivation and constant development. Hence, such an important task belongs to the management of the organization, which should bring out agile and entrepreneurial attributes from the employees. Human resource management is a skill that requires more and more creativity and agility, as it should assume the proper use of employees' potential in turbulent internal and external conditions.

The management board of the organization should educate and strengthen the employed employees organizational agility and entrepreneurship. Only employees with a high need for success, recognition and achievement, as well as with the ability to make decisions under conditions of uncertainty, will contribute to the market success of the organization.

The conducted research showed unequivocally that most of the surveyed employees consider themselves entrepreneurial. However, around 1/3 of respondents believe that it is quite the opposite. This should prompt the company's management to identify a range of activities that could reduce this phenomenon.

Therefore, a good practice in this respect would be to organize training courses in strengthening the entrepreneurship of employees. It would also be advisable to highlight those characteristics of employees that are considered to be inherent attributes of entrepreneurship. Especially since employees consider themselves inventive, resourceful, creative and striving to introduce innovation.

The research also showed that the average academic results achieved by the respondents during their education are not an obstacle to developing entrepreneurial traits in them. The respondents believe that the acquired skills allowed them to get the chance to successfully introduce themselves in running their own business. They will be helped by such qualities as high internal motivation, resourcefulness,

ingenuity, creativity, innovation, openness and originality. At the same time, such success in business is guaranteed by the acquired knowledge, as well as commitment and experience.

At the same time, a close relationship was demonstrated between the ability to initiate new projects and the search for innovative ideas. Initiating new projects is also associated with the ability to seize opportunities. In turn, creativity in action is a derivative of initiating new projects. An employee who is able to adapt to changing conditions at the same time is able to seize opportunities. These features and dependencies should be systematically strengthened in employees.

7. Limitations

The research took place during the coronavirus pandemic, therefore the authors of the research did not have the opportunity to meet respondents in person and conduct a more detailed interview, which can certainly be considered a significant limitation of this study.

In the future, it would be interesting to carry out similar research conducted among respondents from abroad. In this way, one could compare domestic research with foreign ones, and also verify whether the dependencies presented in the Conclusion section are also present on foreign markets. These topics could provide interesting material for future research.

8. Conflicts of Interest

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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