

Information on a candidate for doctoral students' supervisor in the academic year 2026/2027

Name and surname including academic degree and title
Jarosław Stanisław Kardas, Doctoral Degree with Habilitation, a University Professor
Field of science, scientific discipline
Social Sciences, Management and quality sciences
Specialisations
Human Resources Management
Supervisor's academic profile (including link to ORCID, link to Research Gate)
ORCID: https://orcid.org/0000-0003-3038-6859 Research Gate: https://www.researchgate.net/profile/Jaroslav-Kardas
Supervisor's main publications/ monographs issued over the last 5 years (max. 3)
1. J.S. Kardas, Konsultacje i negocjacje w zarządzaniu. Komparacja podejść, Wydawnictwo Naukowe UWS, Siedlce 2025. ISBN 978-83-68355-71-0. 2. J.S. Kardas, The ability of the millennial generation to redesign their work in mature enterprises – employee assessment of self-organization in the workplace and their attitude to career programs, Management and Administration Journal 2024, 1 (62), University of Siedlce, pp. 32-42. https://doi.org/10.34739/maj.2024.01.04. 3. J.S. Kardas, Job Crafting and Work–Life Balance in a Mature Organization, Sustainability 2023, 15, 16089, pp. 1-24; https://doi.org/10.3390/su152216089. 4. J.S. Kardas, Job Crafting Competences and the Levels of Self-Organization, Job Satisfaction and Job Redesign in a Mature Organization, Sustainability 2023, 15(3), 2253, pp. 1-23; https://doi.org/10.3390/su15032253.
Experience in working with doctoral students
• number of promoted doctoral candidates' dissertations: 2 • number of open promotions of doctoral dissertations: 1 • number of supervised doctoral candidates in doctoral school: 1
Brief description of supervisor's research area (including research methods / techniques) together with a link to the website of the research team, if any
Scientific interests include: business and management, sustainable human resource management, human resources development, job crafting and work-life balance.
Proposed research topics for doctoral students
1. Managing competencies of management staff in mature enterprises. 2. Job Crafting in individualisation fields of company human resources. 3. Job crafting and job engagement: The mediating role of person-job fit. 4. Work–Life Balance in a Mature Organization. 5. Categories of diversity management in mature organizations. 6. Human Resource Management in Sustainable Development. 7. Models of professional careers in a corporate-type organization. 8. Models of adaptation and perception of employees in corporate-type organizations. 9. A Model for Building Employee Engagement Through Job Satisfaction in Small and Medium-Sized Enterprises. 10. Model and validation of a tool for surveying job satisfaction in a corporate-type organization.
Contact details: Faculty, Institute, E-mail address

Name and surname including academic degree and title
Faculty of Social Sciences, Institute of Management and Quality Sciences jaroslaw.kardas@uws.edu.pl

Name and surname with the academic degree and title
Anna Marciniuk-Kluska, Doctoral Degree with Habilitation, a University Professor
Field of science, scientific discipline
Social sciences, management and quality studies
Specialisations
Environmental management
Supervisor's academic profile (including link to ORCID, link to Research Gate)
https://orcid.org/0000-0002-1659-0610 Google Scholar: Citations 976; h-indeks 9; 10-indeks 7 https://scholar.google.pl/citations?user=SBfKkvgAAAAJ Scopus: Citations 376; h-indeks 6 https://www.scopus.com/authid/detail.uri?authorId=50561774900
Supervisor's main publications/ monographs issued over the last 5 years (max. 3)
1. Transformation of the energy market in Poland in the context of the European Union over the Last 20, Marciniuk-Kluska Anna Barbara, Kluska Mariusz: Energies, 2025, vol. 18, nr 13, s.1-25, Nr art.:3410. DOI:10.3390/en18133410, 140 pkt. 2. An attempt to assess the implementation of the circular economy in the EU-27 as an important element of sustainable development, Marciniuk-Kluska Anna Barbara, Kluska Mariusz, Sustainability, 2025, vol. 17, nr 11, s.1-23, Nr art.:4942. DOI:10.3390/su17114942, 100 pkt. 3. Energy Recovery from Municipal Biodegradable Waste in a Circular Economy, Marciniuk-Kluska Anna Barbara, Kluska Mariusz, Energies, 2025, vol. 18, nr 9, s.1-17, Nr art.: 2210. DOI:10.3390/en18092210, 140 pkt.
Experience in working with doctoral students
• number of defended doctoral dissertations: 0 • number of open doctoral dissertations: 0 • number of dissertation at the doctoral school: 0
Brief description of supervisor's research area (including research methods / techniques) together with a link to the website of the research team, if any
Environmental management, sustainable development, closed economy management, renewable energy forecasting, household financial management statistical methods, surveys, statistical techniques including scientific induction and deduction
Proposed research topics for doctoral students
Environmental management in terms of sustainable development, Renewable energy forecasting
Contact details: Faculty, Institute, E-mail address
Faculty of Social Sciences, Institute of Management and Quality Sciences anna.marcinuk-kluska@uws.edu.pl