

Anna Modzelewska-Stalmach, Organizational structures in the Self-Governing Labour Union 'Solidarity' between 1980 and 1989 (abstract)

The subject of the dissertation entitled 'Organizational structures in the Self-Governing Labour Union 'Solidarity' between 1980 and 1989' is an analysis of the organizational structures of the 'Solidarity' movement in the period 1980 and 1989. The research is focused on the effectiveness of the tasks being fulfilled and the influence of the 'Solidarity' organization on initiating the transformation of the political system of the Polish People's Republic. The purpose of the study is to learn the relevant structure-shaping factors and to determine how the 'Solidarity' structures functioned as well as to analyse the modifications of the structures in the two main periods: the legal one and the conspiratorial one. A further object of the research is to examine the organizational bonds, along with the motivation and communication channels of the 'Solidarity' members.

The research problem has been formulated in the form of the following question: What factors influenced the creation and evolution of the Solidarity structures in the context of effectiveness of specific tasks being fulfilled? The research problem is strictly related to the assumed cognitive goals and detailed research questions.

The dissertation contains a qualitative research, utilizing scientific methods and techniques inspired by the ethnography of the organization. The work is based on the assumption that the social world is constructed by the people living therein, according to an interpretative (interpretative-symbolic) paradigm. As part of the ontological assumptions the author used the following methods:

- in-depth interviews conducted with 29 former members of the Solidarity movement, including Lech Wałęsa, Bogdan Borusewicz, Andrzej Gwiazda, Zbigniew Bujak, Henryk Wujec, Jan K. Bielecki, Jarosław Chołodecki, Fr. Władysław Palmowski, Stanisław Malara, Zbigniew Ferczyk.
- an analysis of documents, especially newsletters, underground press, tissue paper, diaries, newspaper articles and historical literature.
- *storytelling* - an analysis of stories relevant to the members of social networks within the Solidarity.

This dissertation is the very first research devoted to the 'Solidarity' movement presented within the Management Sciences framework. Until the present day the scientists have been mainly focused on conducting historical studies on the 'Solidarity' organization, without scrutinizing its structures. Thus, with the present work the author has managed to fill a cognitive lacuna. The topic covers a range of subjects which are still relevant nowadays. The dissertation belongs to the field of Humanistic Management.

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