KATARZYNA JANUSZKIEWICZ*

APPERCEPTION OF FLEXIBILITY IN ORGANIZATIONAL BEHAVIOR RESEARCH

Introduction

In the process of human resource management, one of the key elements in management activities is supplying information on the current professional experience of the employee/job applicant. It is derived from data which are subject to interpretation, on the one hand by the HR department, which assigns to individual behavioral indicators (e.g., frequency of change of position) a certain value consistent with the organization's policy. On the other hand – by the employee who, when describing his behavior, relies on a generalized image of his own professional activity (e.g., self-assessment of teamwork skills). However, while the assessment of qualifications performed by an external entity (HR department) refers to biographical and professional indicators and as such, it should be considered as an objectified source of information, this self-assessment is largely related to the level of self-awareness and readiness to adequately interpret own actions. Leaving aside the issues related to substantive preparation (related to, among other things, knowledge of the definition of competencies), it is worth asking the question about the diagnostic value of such information and the possibility of using it in the human resource management process.

The aim of the article is to describe the relationship between cognitive and behavioral aspects of behavior and to explain factors constituting it. The answer to the question of the extent to which employee's behavior (behavioral aspect) leads to a generalized reflection based on the systematization of experiences (cognitive aspect) will allow for a better understanding of not only the mechanism of self-interpretation of behaviors, but also a more conscious estimation of the use of this information in management activities.

* **Katarzyna Januszkiewicz, Ph.D., Assistant Professor** – University of Lodz.

The realization of such a goal requires a two-dimensional research process. On the theoretical level, the starting point for the analysis of relations between cognitive and behavioral aspects of behavior will be the concept of apperception derived from philosophy, and its interpretive framework defined on the basis of psychology. However, transfer of considerations to empiricism requires an introduction of a certain limitation and narrowing of the subject category to the category of flexible behavior based on the assumptions of the FOBE concept [Januszkiewicz, 2018].

1. Apperception of behavior

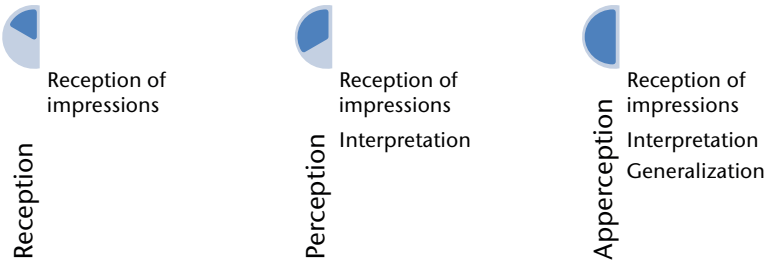
The notion of apperception comes from philosophy, where in general terms it is understood as the perception of oneself, self-awareness, the mind's perception of its own states [Okoń, 1981]. At the same time Leibniz clearly marked the difference between perception – presentation of things to ourselves – and apperception, which means being aware of this presentation, when he said: "At all times there is in us an infinite number of observations without apperceptions and without reflection (…) because these impressions are too small and in too large quantity (petites perceptions), or too homogeneous to differ in any specific way" [Leibniz for: Senczyszyn, 2015]. In this approach, the receptive reception of incidents, or even their identification (naming), is not sufficiently important, since apperception is not the result of their pure quantitative accumulation, but a qualitative interpretation of sensations in accordance with the principle: "Nothing times a hundred thousand can be something" [Leibniz for: Senczyszyn, 2015].

The place of apperception in philosophical considerations in the following years was consolidated by the analysis of the concept carried out by I. Kant in an empirical and transcendental perspective. In his works, apperception has been elevated to the rank of the subject's subjectivity – it is thanks to it that all present, past and future states still refer to self [Tatarkiewicz, 2003]. Adoption of such a perspective allowed for the introduction of the notion of apperception also to psychology, as a perception connected with referring the content of the observation to what is (previously) known. J.F. Herbart used the concept of "apperception mass", that is, a resource of previous information and experiences, to which new observations are always referred [Dąbrowski, 2017].

It should be noted, however, that in both philosophy and psychology apperception is in a way a "higher form" of experiencing the world by an individual, something intermediate between the simple perception of impressions and the reflection which is organized like acts in a play and which remains in connection with development [Ref. Senczyszyn, 2015]. This process is sequential, but not deterministic. The condition

for the transition to the next stage is the fulfilment of the previous one, but this is not done automatically (Figure 1).

Figure 1. Stages of the apperception process



Source: own study.

At the first stage of the discussed process, one can speak about a receptive reception of impressions. Some of them remain petites perceptions and are not subject to further analysis. Part, however, is perceived and named by the individual (interpretation), accumulating in the individual's experience. At this point, the individuality of the individual acquires meaning which determines the uniqueness of the valuation process. At the stage of apperception, the memory of individual events blurs its limits, and the systematization of experiences redefines the individual by influencing the assessment of one's own behavior.

Referring to the flexibility of behavior, which will be the basis of the empirical analysis, this process can be defined as a transition from the behavior change itself, through identifying incidents of change and becoming aware of their occurrence, to systematizing experiences and determining own level of behavioral flexibility. In the cognitive aspect, this is an act of passing from the statement: *the change in the scope of my duties took place X times* to the self-reflection *I am flexible in this regard*. One should pay attention to two important issues. First, the accumulation of experiences in the quantitative dimension is not the same as their qualitative interpretation. This process, conditioned by subjective determinants, depends on many factors, including experience or standards, based on which the behavior is validated. Secondly, experiences related to *apperception mass* are, by definition, subject to a certain generalization and so behavior with heterogeneous characteristics (change of working hours, work positions etc.) can be the basis for both assessment of the overall level of flexibility and flexibility in individual dimensions, and the analysis of this area should take this diversity into account.

2. Flexibility of organizational behavior of employees (FOBE) – theoretical foundations[1]

In the literature on the subject, flexibility in the organizational space is most often referred to the change in three areas: when, where and how an individual does his job [cf. among others Hill et al., 2008; Johnson et al., 2008; Rodgers, 1992; Pitt-Catsouphes, Matz-Costa, 2008; Rau, Hyland, 2002; Thompson et al., 2015]. It should be noted, however, that the qualitative heterogeneity of the practices described is an important premise to make more detailed divisions allowing for a better understanding of the investigated phenomenon.

And thus, in the work of Kossek and colleagues [Kossek et al., 2015], organizational solutions that enable employees to be flexible are described in terms of time flexibility (flexitime) – the choice of working hours, flexibility of place (flexiplace) – selection of the place of work (in the whole or part of it), flexibility of amount of work – the choice of the amount of work performed and the flexibility of continuity of work – the choice of the degree of involvement in the implementation of work. In the mentioned categories, one can clearly see the reference to the characteristics of the place, time and manner of performing work. At the same time, the recent increase in interest in the latter (how) should be associated primarily with the dynamic development of technology. In the literature, detailed analyses are conducted, inter alia, on issues related to virtualization of teamwork [among others Gibson, Cohen, 2003; Jarvenpaa, Leidner, 1998], the use of smartphones [among others Derks, Bakker, 2014] or more broadly, new technologies at work [among others Hempell, Zwick, 2008]. This category is therefore broadened to include aspects related to the change in the type of tasks performed, and more specifically, to the break with strictly defined limits of the position for their liquidity [Iles et al., 1996].

The dimensions presented above can be considered as the most frequently mentioned areas of change in the field of organizational behavior. This picture, however, seems incomplete, because it does not include the change in the roles that the individual plays in the organization resulting from a change in time, place, type and manner of performing tasks. Multitasking, multi-jobbing and finally the use of new organizational and management methods redefine the form of participation in both formal and non-formal aspects. Relatively little space is devoted in the literature to this issue directly. The existing studies are fragmentary – a change in the roles of employees is indicated as if "by the way" when referring e.g., to the very phenomenon of transformation (including the transformation of managerial roles [Brzozowski,

[1] The assumptions of the FOBE concept have been discussed in detail in the work: K. Januszkiewicz [2018].

2009]) or discussing new management concepts [see: Zimniewicz, 1999; Czerska, 2002]. Although the flexibility of the function, as it has been said so far, is usually not in the focus of researchers, this dimension seems to complement the picture of changes in organizational behavior in a significant way. Therefore, its inclusion in the model of analysis of organizational behavior seems justified.

Therefore, assuming the framework outlined above, it should be recognized that the manifestation of flexibility of organizational behavior of employees (FOBE) may take place in four dimensions: tasks performed (task flexibility TaF), roles performed (RF functional, or role flexibility), working time (TiF time flexibility) and places of work (spatial flexibility SF). In the context of these deliberations, the analysis of apperception based on the FOBE concept, apart from the general assessment of own level of flexibility will also apply to each of these areas.

3. Research methodology

Implementation of the objective formulated in the introduction requires in the empirical layer the answer to three research questions:

- How the level of flexibility of organizational behavior of employees is shaped in the cognitive and behavioral perspective,
- Is there a relationship between the level of flexibility of organizational behavior of employees in the cognitive and behavioral approach,
- Whether there is a relationship between the studied variable (cognitive aspect) and the characteristics of the subjects (sex, age, length of service, the position held and employment sector).

In the assumed research model, theoretical predicates were operationalized. The cognitive aspect of flexibility was defined as self-assessment of flexibility (in terms of task, function, time, space and in general). On the other hand, the behavioral aspect was defined as frequency of the behavior in a given category (Table 1).

Table 1. Operationalization of the theoretical model

	Apperception	
Theoretical predicates	Cognitive aspect of flexibility	Behavioral aspect of flexibility
Empirical predicates	Self-assessment of flexibility	Frequency of the flexible behavior

Source: own study.

Self-assessment (cognitive aspect) was placed on a scale of 1–5, where 1 meant a very low level of flexibility, and 5 a very high level. On the other hand, in order to assess the flexibility in behavioral terms, the FOBE Questionnaire was used allowing

for the estimation of the level of flexibility in general terms (GF) and in four subscales (Task TaF, Functional RF, Time TiF, Spatial SF). The basis for the assessment of the level of flexibility is the indication of how often the given situation took place in the professional activity of the respondents during the last year. The analyzed variables were measured on the ordinal scale. Each of the variants was coded numerically: 1 corresponds to the variant less than once, 2 – from two to three times, 3 – from four to five, and 4 – more than five.

Validation tests confirmed the high reliability of the tool both in general terms and in subscales (Alpha-Cronbach ratio: GF 0.870, TaF 0.831, RF 0.827, TiF 0.752, SF 0.705) as well as the criterion validity (at the significance level $p < 0.001^{**}$).

The study was conducted in 2017 on a sample of 322 persons, diversified in terms of basic socio-demographic features like gender (61.2% women, 38.2% men) and age (at least 19 years, max. 67 years), and in terms of workplace characteristics – the period of employment in the current workplace (less than 1 year – 24.8%, 1–3 years – 30.1%, 3–5 years – 11.5%, 5–10 years – 15.8%, over 10 years – 17.7%), the position occupied (including both managerial and non-managerial positions, with the latter accounting for 3/4 of the sample) and the employment sector (services – 43.8%, sales – 20.5%, production/industry – 9.6%, other – 26.1%). The selection of the sample was random.

4. Results of own research

Based on the research results, it can be noticed that the self-assessment of flexibility in the surveyed group of employees is quite high – as many as two thirds of respondents considered it high, including one in five – very high, and only 2% – very low (distribution in individual areas is presented in Figure 2). Comparing the results for individual dimensions of flexibility, it can be pointed out that the respondents evaluated their spatial flexibility (in a direct way) as the lowest, although also in this case, nearly half of the respondents evaluated it highly (high and very high). Yet, in this particular area, 29% of surveyed group assessed it low (low and very low). The highest number of people rated their task flexibility as high and very high (70%); in this area, there were also the fewest indications for the low level (7%).

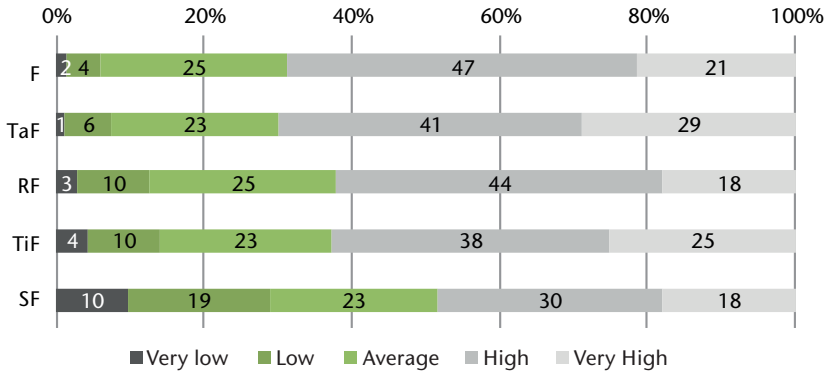
The description of flexibility level in the behavioral approach was based on indicators of the distribution of the level of flexibility of the organizational behavior of the employees. A detailed summary of the results is presented in Table 2.

The task flexibility index (TaF) determined on the basis of the results of the study conducted by means of the FOBE Questionnaire may take values from 8 to 32, and such values were also observed in the analyzed population. The average rating is 17.67 (STD = 5.28), half of the people reach it at a level not lower than 17 (similar value is

given by the M-estimator), 25% – no higher than 14, 25% – not lower than 21. This distribution can, therefore, be characterized as even around the average.

In turn, the functional (role) flexibility index (RF) can take values from 5 to 20, the average reaches 8.29 (STD = 3.33), and the median – 8. One in four people reach it at a level not lower than 10, 25% – no higher than 5. In the surveyed group, there are more people with a relatively low level of functional flexibility (lower than the average), which is also evidenced by the high value of the skewness coefficient.

Figure 2. Apperception of the flexibility of organizational behavior of employees (in%)



Source: own study.

Table 2. Statistics on the distribution of the flexibility level of organizational behavior of employees

Specification	TaF	RF	TiF	SF	GF
Minimum	8	5	4	7	24
Maximum	32	20	16	28	83
Average	17.67	8.29	7.57	9.35	42.88
Huber M-estimator	17.31	7.59	6.97	8.59	41.90
Median	17.00	8.00	7.00	8.00	41.00
Q1	14.00	5.00	5.00	7.00	35.00
Q3	21.00	10.00	9.00	10.00	50.00
STD	5.278	3.334	3.288	2.946	10.841
Skewness coefficient	0.411	1.175	0.861	2.427	0.603
Kurtosis	–0.099	1.041	–0.087	8.463	0.103

Source: own study.

Similarly, in the case of time flexibility (TiF), low results (below average) predominate, although the strength of the skewness of the distribution is not so high here. Both median and M-estimator take up values around 7 (the average is slightly higher, with STD = 3.29). Concentration of the results below the average is marked strongly in case of spatial flexibility – with a maximum of 28, the average is only 9.35 (with STD = 2.95), and the median equals only 8. The skewness coefficient and kurtosis are high. As many as 75% respondents achieve results on the scale of spatial flexibility at a level not higher than 10 points (thus much below the maximum).

The values of the presented statistics indicate that the distribution of the general level of flexibility of employees' organizational behavior (FOBE) is quite stable and it is not strongly divergent from the normal distribution. The average level of professional flexibility reaches 42.88 (STD = 10.84), and half of the people reached the result not lower than 41.

Analysis of Spearman's rho coefficients located on the main diagonal of Table 3 indicates a significant ($p < 0.001^{**}$), positive correlation between the level of behavioral self-assessment and the level of flexible behavior of employees in the studied area. However, in the case of functional and spatial flexibility, this relationship is weak ($rho < 0.3$), in other cases moderate ($0.3 < rho > 0.5$). Correlation is always positive, which confirms the compliance of the self-assessment and the frequency of flexible employees' behavior.

Table 3. Evaluation of the correlation between self-assessment and the frequency of flexible behavior

Self-assessment		Level of flexibility				
		task TaF	functional RF	time TiF	spatial SF	general FOBE
Task flexibility	rho	0.303**	0.321**	0.214**	0.171**	0.370**
	p	<0.001	<0.001	<0.001	0.002	<0.001
Functional flexibility	rho	0.161**	0.272**	0.078	0.128*	0.223**
	p	0.004	<0.001	0.163	0.021	<0.001
Time flexibility	rho	0.205**	0.237**	0.304**	0.275**	0.336**
	p	<0.001	<0.001	<0.001	<0.001	<0.001
Spatial flexibility	rho	0.189**	0.151**	0.115*	0.280**	0.234**
	p	0.001	0.007	0.039	<0.001	<0.001
General flexibility	rho	0.308**	0.298**	0.218**	0.288**	0.378**
	p	<0.001	<0.001	<0.001	<0.001	<0.001

rho – Spearman's rank correlation coefficient, p – probability of the correlation coefficient in the t test, ** – statistically significant relationship ($\alpha = 0.01$), * – statistically significant relationship ($\alpha = 0.05$).

Source: own study.

Due to the nature of the data, the answer to the second research question required the use in further analyses of non-parametric tests to compare the two (Mann-Whitney test) or more than two (Kruskal-Wallis test) populations. Detailed results are presented in Table 4.

Table 4. Self-assessment of flexibility and socio-demographic variables

Self-assessment of flexibility		Indicators				
		task TaF	functional RF	time TiF	spatial SF	general EZOP
Sex	U Mann-Whitney	12000.000	11455.000	11561.500	11670.500	10971.500
	W Wilcoxon	31503.000	30958.000	31064.500	31173.500	30474.500
	Z	–0.152	–0.870	–0.718	–0.568	–1.525
	p	0.879	0.385	0.473	0.570	0.127
Position	U Mann-Whitney	8041.000	7444.000	7729.000	8235.500	7276.000
	W Wilcoxon	38176.000	37579.000	37864.000	38370.500	37411.000
	Z	–2.064	–2.955	–2.496	–1.727	–3.248
	p	0.039*	0.003**	0.013*	0.084	0.001**
Length of service	H Kruskal-Wallis	8.718	4.738	2.662	6.026	5.427
	df	4	4	4	4	4
	p	0.069	0.315	0.616	0.197	0.246
Employment sector	H Kruskal-Wallis	1.924	9.130	0.700	5.342	4.219
	df	3	3	3	3	3
	p	0.588	0.028*	0.873	0.148	0.239
Age	r	0.119	–0.019	0.100	0.029	0.090
	p	0.033*	0.730	0.074	0.608	0.107

Z – the calculated value of the Mann-Whitney test, df – the number of degrees of freedom, p – probability in the Mann-Whitney or Kruskal-Wallis test, r – Pearson's correlation coefficient, ** – statistically significant differences (α = 0.01), * – statistically significant differences (α = 0.05).

Source: own study.

The analysis of the obtained results indicates the lack of statistically significant differences in the declared level of flexibility depending on the sex of the respondents and the length of service in the company (p> 0.05) – both in the general and individual dimensions.

Statistically significant differences were noticed in some areas of flexibility in the cross-section of the occupied position, employment sector and age. On the basis of the assumed level of α = 0.05 and statistics Z of the Mann-Whitney test, it should be pointed out that there are statistically significant differences between persons holding managerial positions and persons occupying non-managerial positions in the self-assessment of flexibility – its higher level is declared by persons occupying managerial

positions. These differences were recorded in the area of task flexibility ($p = 0.039$, the average rank is 179.5 and 155.8, respectively), functional flexibility ($p = 0.003$, the average rank is 187.3 and 153.3 respectively), time flexibility ($p = 0.013$, the average rank is 183.62 and 154.55 respectively) and for flexibility in general ($p = 0.001$, the average rank is respectively 198.5 and 152.7). An exception, in this case, is the SF dimension, where there were no statistically significant differences in the self-assessment of flexibility between those in managerial and non-managerial positions ($p = 0.084$, the average rank is 177.0 and 156.6 respectively).

However, in relation to the sector of employment in which the respondents work, statistically significant differences were recorded only in the area of functional flexibility ($p = 0.028$), where the average rank for the Sales group is 190.4 and is much higher than the average rank for other groups (Production / Industry 157.0, Services 154.7, Other 151.6).

The analysis of the correlation between the self-assessment of flexibility and the age of the subjects indicates the existence of statistically significant differences, but only for the area of task flexibility, and this relationship is weak ($p = 0.033$). In other areas, the age of the respondents was not related to the declared level of flexibility.

5. Discussion of results and conclusions

Regarding the first research question, it should be noted that obtained results indicate a high level of employee self-assessment in the field of flexibility. Nearly two-thirds of respondents rated it at a high level, including one in five – very high and only 2% – very low. At the same time, employees estimated their own flexibility in the task area as the highest, while spatial flexibility as the lowest. However, in relation to behavioral indicators, estimated on the basis of the frequency of occurrence of a given behavior, for task flexibility the results are evenly distributed around the average, whereas in the remaining areas of flexibility, the studied group is dominated by people with a relatively low level of flexible behavior. This is especially noticeable in the case of spatial flexibility, where as many as 75% of the respondents made indications below 10 points, that is, well below the maximum (at the average of 9.35). Thus, both in the cognitive and behavioral approaches, the task flexibility area obtained the highest results, while the spatial flexibility – the lowest.

However, in relation to the second of the research questions, it should be noted, that the indicated discrepancies in assessments in almost all areas do not have high amplitude, since the relationship between the declared level of self-assessment of flexibility and the frequency of flexibility in behavioral approach is statistically significant. Therefore, it can be inferred indirectly that in the case of the respondents, the frequency of flexible behaviors had an impact on the apperception process and

the people who assessed their own flexibility in a given area as high significantly more often experienced given behavior in the past year than the people who assessed their flexibility on the lower level.

In answer to the third question, it is also worth noting that the level of self-assessment in the studied group remained in relation to three of the analyzed five socio-demographic variables. The position held was of the greatest significance for the analyzed variable. In almost all of the surveyed areas, managers declared a higher level of flexibility than employees in non-managerial positions, with the exception of spatial flexibility (no statistically significant differences). It is difficult to find a clear interpretation of the results obtained. On the one hand, it can be assumed that managers on a daily basis struggling with the need to adjust their activities to the changing environment are more aware of the importance of flexibility in their own work and related competencies. On the other hand, it can also be assumed that employees in non-managerial positions perceive themselves as executors of commands, and treat changes as an element of work, and do not interpret them in terms of their own predispositions. Such an interpretation is substantiated by the lack of differences in the area of spatial flexibility, the characteristics of which makes it seem relatively simpler in identification (change of place of work, the transition to another organization), and thus it may be easier to include in the description of own behavior. This may justify the need to introduce different indicators to test the flexibility in managerial positions [e.g., Kaiser et al., 2007].

Representatives of each of the surveyed sectors of employment declared a similar level of flexibility in the general dimension and in the areas studied. The exception was in this case employees from the Sales group, who rated themselves significantly higher in the aspect of functional flexibility ($p = 0.028$). According to the FOBE concept, this area is connected with the change of organizational roles and/or team roles. This is a characteristic that seems to fit into the conditions in which the employees in this group perform their tasks. This is favored by the tendency to conclude temporary contracts, which on the one hand increases the fluctuation of sales employees, and on the other hand, enables the provision of work for several entities at the same time.

The last of the analyzed variables, which is related to the level of self-assessment, is the age of the subjects, with the statistically significant relationship recorded only in the case of task flexibility ($p = 0.033$), it is weak, though. However, it is worth considering the meaning of such a result. By entering into the current of deliberations, it can be assumed that the capacity of the apperception mass to which the subsequent experiences are referred, increases with age and thus the picture of self in the given area is strengthened. The qualitative broadening of the category is conducive to making subsequent interpretations and generalizations. At the same time knowledge about the diversity of the professional activity characteristics of individual generations of employees also substantiates another interpretation. While

in the traditional career model the changes of the organizational roles were most often associated with the promotion and change of position, they are now treated as organizational solutions that favor, for example, employee mobility [Bednarska-Wnuk, 2013], or as a tool for knowledge transfer. These changes may be interpreted as flexibility by older employees and as such affect their self-assessment. While for the Y generation, they can be a natural element of professional work, not combined with the concept of flexibility.

Conclusions

In the light of the presented results of empirical research, the conclusion is that the level of flexibility of organizational behavior of employees in particular areas varies both in the cognitive (different levels of self-assessment) and behavioral dimensions (different levels of behavioral frequency). This justifies the necessity, indicated in the article, of treating flexibility as a heterogeneous phenomenon, manifested in a different way both in quantitative and qualitative terms. Limitations resulting from the nature of the conducted research allowed for referring mainly to the quantitative approach in the empirical layer (analysis of the relation between the frequency of flexible behavior and self-assessment of this area of behavior). At the same time, in further works, qualitative analysis may be based on differences between individual dimensions of flexibility, in accordance with the assumption that sporadic changes, but interpreted as significant, may be included in the picture of self, while frequent but irrelevant changes – may not. However, this raises further questions, for example, whether the frequency of changes does not reduce our sensitivity to them. In other words, whether events defined as petite perceptions are excluded from apperception because of their essence or permanence, which changes events into normality.

In the light of the analyses conducted, the sources of flexibility also seem to be worth considering: are changes in behaviors the result of reactions to the expectations of the organization and conditioned externally, do they affect the self-assessment, or do they constitute an internal disposition of the individual, affecting the undertaken actions. With regard to the management actions referred to at the outset, this difference is significant. In the first case, regardless of the employee's declaration, flexibility is reactive and requires specific actions from the organization. In the second one, it can be expected that the employee will show not only activity but also proactivity.

The description of the relationship between cognitive and behavioral aspects of behaviors, which was the aim of this article, revealed the complexity of the issue under discussion and the presence of certain antinomies. It is difficult to resist the impression that whenever we deal with a human being and the interpretation of his behavior, neither the qualitative nor the quantitative approach is sufficient. It is

only the in-depth analysis of both perspectives that allows us to trace the process of apperception and to transfer the considerations from the interpretative-symbolic ground to the neo-positivist ground and to formulate practical recommendations.

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APPERCEPTION OF FLEXIBILITY IN ORGANIZATIONAL BEHAVIOR RESEARCH

Abstract

The aim of the article is to describe the relationship between cognitive and behavioral aspects of the flexibility of the organizational behavior of employees. In the epistemological layer, while looking for the relationship between experience and self-assessment of the individual, reference was made to the concept of apperception as a process in which the boundaries of individual events are blurred, and self is constantly being formed again. In the empirical layer, the considerations were narrowed down to the analysis of the studied relationship in the context of flexible behaviors. In the course of empirical analyses it was shown that there is a statistically significant relationship between the self-assessment of flexibility and the frequency of occurrence of a given behavior. In addition, the level of self-assessment in selected areas is related to some characteristics of the respondents (occupied position, employment sector, age). The research was carried out on a randomly selected sample of 322 employees.

Keywords: organizational behavior, flexibility, apperception

Jel classification codes: M12, M50

APERCEPCJA ELASTYCZNOŚCI W ŚWIETLE BADAŃ ZACHOWAŃ ORGANIZACYJNYCH

Streszczenie

Celem artykułu jest opis relacji miedzy poznawczymi i behawioralnymi aspektami elastyczności zachowań organizacyjnych pracowników. W warstwie teoriopoznawczej szukając zależności między doświadczeniem a samooceną jednostki, odwołano się do pojęcia apercepcji jako procesu, w którym zacierają się granice pojedynczych zdarzeń, a jaźń konstytuuje się wciąż na nowo. W warstwie empirycznej, rozważania zawężono do analizy badanej relacji w kontekście zachowań elastycznych. W toku analiz empirycznych wykazano, że istnieje istotny statystycznie związek między samooceną elastyczności, a częstotliwością występowania danego zachowania. Ponadto poziom samooceny w wybranych obszarach pozostaje w związku z niektórymi charakterystykami osób biorących udział w badaniu (zajmowane stanowisko, branża zatrudnienia, wiek). Badania zostały przeprowadzone na losowo dobranej próbie 322 pracowników.

Słowa kluczowe: zachowania organizacyjne, elastyczność, apercepcja

Kody klasyfikacji JEL: M12, M50