

## PREFACE

The COVID-19 pandemic (and its ongoing “fourth wave”) is changing the world in an unprecedented way. It could be argued that pandemics are rare and do not deserve particular attention, however, it would be false for at least two reasons. Firstly, researchers indicate that pandemics are not uncommon, and research into them is important because it is pandemics that cause fundamental changes in organisations and communities, and their effects are observed decades later. Secondly, pandemics reveal assumptions behind theoretical mechanisms that one rarely questions, enabling the formation of a new theory and the integration of new evidence. We should therefore study this pandemic in terms of its theoretical significance and substantive impact on the management of organisations. However, the difficulty of research under these conditions is related to the paradigm shift and long-term impact of pandemic. From a research perspective, these are rare but significant changes that radically alter our understanding of phenomena by transforming fundamental assumptions on which our understanding is based. Facing the existential threat posed by the COVID-19 pandemic, organisations have been almost commonly forced into programmes for rapid and radical transformation. In many cases, this has resulted in a serious rethink of how work is done. For example, in the short term, organisations generally engage in empathetic responses to employees, and many have radically changed the way and place of work for employees. At first glance, both actions appear to be reasonable. Moreover, in almost all cases, organisations which will survive will face further major changes.

In this context, it is expected that researchers will be involved in improving organisations’ ability to navigate themselves through these cataclysms, which in modern optics means undertaking research whose results will help organisations overcome the consequences of the spread of viruses. The presented set of studies is in line with such a postulated direction of actions.

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\* Jarosław Karpacz, Ph.D., Full Professor – Editor in Chief of “Organizational and Management”, Jan Kochanowski University of Kielce.

In the journal's issue handed over to you, we have included six studies relating to the issues which are the subject of current debates.

Thus, the study by Małgorzata Pawlak presents the results of original research on the phenomenon of hybrid careers of people combining paid work with additional activities related to activism, artistic creativity, volunteering, or work for NGOs. The research is qualitative. The respondents include people born in 1984–1995 (the so-called Millennials). The obtained results allow the author to state the diversity of methods and attitudes towards undertaking hybrid careers. The most interesting phenomena being observed include the interpenetration of individual roles and activities, the relationship between hybrid careers and professional burnout, as well as diverse motivations to undertake activities related to the implementation of social mission. Results achieved are discussed in the context of the research conducted so far, together with a proposal to extend it by a quantitative and qualitative components.

Joanna Samul, in turn, examines the impact of spiritual well-being on the performance of virtual teams. This is a topic which is gaining on importance as global dimension of the COVID-19 pandemic is forcing remote working. Study is undertaken among respondents working in virtual teams. Observed results provide arguments indicating a positive relationship between spiritual well-being and the performance of virtual teams.

Furthermore, Marcin Lis makes an attempt to identify the premises for establishing public relations between universities and enterprises in the contemporary environment. His findings prove the existence of numerous barriers and even prejudices limiting the strength and scope of cooperation among these entities coming from two sectors. Overcoming them may lead to the creation of new values generating the competitiveness of individual enterprises and economic structures.

Research findings presented by Magdalena Chałupczak reveal the significance of employee involvement as an expression of authenticity of identification with a public sector organisation. The use of observational method allows for the inclusion of facts in mutual relationships and dependencies. Referring to the subject-matter literature where it is indicated that employees contribute to organisation's above-average performance, the author also develops recommendations for management in a public sector, allowing for using this phenomenon to increase the efficiency of organisations.

In the next study, Justyna Domanowska offers an assessment of the state of empirical research on the family enterprises. The growing number of publications related to family entrepreneurship indicates the need for research in this area, and reliably collected data are the basis for making suitable conclusions. Hence, research efforts aimed at identifying the methodology and analyses used so far in the studies on enterprises of such type should be considered important for future research.

The study authored by Katarzyna Szczepańska-Woszczyna and Zdzisława Dacko-Pikiewicz, who, basing on the results of empirical research, identify the values which

are the most important in the process of building and managing reputation in family enterprises, is also devoted to deepening the knowledge of the activities of family enterprises. Three hundred owners of family enterprises and the same number of their potential successors are included in the study. Research data show that such values as: consistent image; education and knowledge; family reputation; trust; heritage and durability; enterprise honour; consistent image; and profit are of particular importance for building reputation.

Dear all, we encourage you to read the above-mentioned studies and, at the same time, I invite you, on behalf of the editorial board, to publish the results of research in the field of management and quality sciences as well as economics and finance through our journal. Thanks to you, dear Authors and Readers, we would like to promote new knowledge and methods of building it among scientists and practitioners.