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RESEARCH

Katarzyna Nowosad

ORCID 0000-0002-6841-9890

Maria Curie-Skłodowska University in Lublin, Poland

Valued Aspects of Work by Labor Migrants and Employed on the Polish Labor Market

Cenione aspekty pracy według osób migrujących zarobkowo i zatrudnionych na polskim rynku pracy

Introduction to research problems

The concept of human work is associated with various sciences and various areas of human activity. No science or field of art is isolated from work. In many considerations regarding work, the issue of values in human life becomes important (see Bartnik, 2005; Bera, 2008; Dobrowolska, 1974, 1980, 2007; Furmanek, 2006; John Paul II, 1996; Nowacki, 1999; Szczepański, 1972; Sztumski, 1975, 1981; Tischner, 1991; Tomaszewski 1975; Wiatrowski 2005; Wyszyński, 1957). Within each scientific discipline, however, we meet with different approaches to human work.

Bartnik puts work in a broad perspective, noting that it is „an activity that involves the formation of a human being, an individual and social being, and thus creates, sustains, transforms and develops this being. Work should

include not only direct production and keeping people healthy, which all statistical visions of the world were about, but it undoubtedly includes factors related to the whole human being, i.e. transforming human life, intensifying, developing, complementing content and striving to achieve further degrees of anthropogenesis. Moreover, the term „work” covers not only effective and successful plans, but also ineffective actions, as long as they pursue the goals set out above (p. 52).

Szczepański (1961) describes work as any purposeful activity leading to satisfying any human needs, which has social importance (whether positive or negative), provides individuals or groups that perform them with a specific position in society. This author formulates several important assumptions regarding work:

- a) work is a conscious, planned and goal-oriented activity;
- b) work is carried out to meet various needs;
- c) work is social in nature: its goals, means, methods and implementation have an impact on other people’s aspirations, attitudes, interests and activities; the performance of work requires cooperation and direction, and its various types are to meet specific needs, are subject to social control and regulation;
- d) the methods and means of achieving work objectives are determined by the culture of the groups the employee belongs to;
- e) the importance of work is associated with satisfying momentous needs that are important for society (including standing out, recognition, power or help);
- f) the type of work determines the employee’s position in the social structure (Szczepański, 1961, pp. 171–173).

However, according to Tadeusz Nowacki (2004), the creator of Polish labor pedagogy, „work is a set of human efforts performed to sustain human existence and raise its level, and includes tailor-made systems and structures of sensory and intellectual activities, leading to the production of material goods, services and cultural products” (p. 190).

Despite the changes in the world, work is permanent and universal. It contributes to creating new cultural values and also develops human abilities and skills necessary in one’s life. It shapes people and affects their development, as well as their well-being and self-esteem. It determines one’s perception of the environment, and thus models one’s value system.

The previous explorations show (see e.g. Bera, 2003, 2008; Dobrowolska, 1974, 1984; Gliszczyńska, 1982; Karney, 1998; Wiatrowski, 2004) that pro-family and pro-career orientation is one of the major life aspirations of an employee. The rank of work in the everyday life's value system is related to one's occupation, level of education, qualifications, degree of work complexity, gender and age as well as the situation on the labor market. The assessments of life goals and aspirations and aspects of work are changing, and work becomes a source of other important values (e.g. one's income, satisfaction with one's achievements, intellectual development, gaining respect and social recognition) (see Bera, 2008).

The rank of work in the everyday life's value system is related to one's occupation, level of education, qualifications, degree of work complexity, gender and age. As noted by Dobrowolska (1984), work as a basic life orientation is more common in people in professions requiring specific and long-term studies than those who do work requiring only short apprenticeships, and more common among men than women. It is typical for young people starting their adulthood, as well as those who already have extensive experience and professional achievements.

The valued aspects of labor determine the overall value of work and its role in human life. The importance of this issue is highlighted by many researchers, noting that profession is a complex and multi-faceted value (Bera, 2003, 2008; Dobrowolska, 1974, 1980; Jezior, 2005; Karney, 2006; Wiatrowski, 2005). The research conducted so far proves that there is a great diversity of employees' attitudes towards particular aspects of work. Most often, the analysis covers the following: the type of work understood as the content of the work (type of activities performed), external conditions (housing, specific technical equipment, time aspect, health and safety, etc.), work organizations, elements of the social work environment (interpersonal relations, the employee's social position, their development opportunities) and material working conditions (cf. Dobrowolska, 1974, pp. 88–89).

This research procedure puts together a list of work aspects that were presented to the respondents for evaluation using the literature on the subject.

Research methodological assumptions

The aim of the research was to determine the aspects of labor valued by economic migrants and to compare them with the assessments of persons

employed in the country. The research used the diagnostic survey method, which was carried out using the survey technique. The study covered 399 people, including 200 Poles working in the UK and 199 people employed in the country. The group of people working outside our country includes 108 women and 92 men. Respondents working in their homeland included 151 women and 48 men. The respondents' age is quite diverse. The study involved people under 30 years of age, as well as those who are over 50 years old. Most respondents were in the group between 31 and 40 years of age.

The research was carried out in 2018 in Poland and Great Britain with the help of family, friends, as well as full-time and part-time students of the Faculty of Pedagogy and Psychology at the Maria Curie-Skłodowska University in Lublin. The selection of the sample was primarily influenced by the technical and organizational capabilities of collecting material. The sample selection therefore does not allow for a broad generalization of the data obtained. Nevertheless, it allows showing a specific tendency regarding the studied issues.

To compile the entire collected empirical material, a student's t-test was used for significance differences for independent groups, which was used to seek similarities and differences in the assessment of individual aspects of work between labor migrants and persons working in Poland.

When assessing statements regarding work, the respondents attributed ranks (point values) on a scale from 1 to 5 to individual response options, where 1 point means completely irrelevant and 5 mean very important.

Analysis and interpretation of findings

The conducted research allowed obtaining data to solve the basic research problem, consisting in determining the aspects of work valued by migrants and comparing them with the assessments of those working in the country.

Based on the average results of the study, the significance given by the subjects to individual aspects of work can be determined. The obtained data shows that the respondents from the group in Great Britain attached the most value to high income ($M=4.45$), followed by a guarantee of permanent employment ($M=4.27$). The third aspect was working with people ($M=4.05$), followed by good relations in one's environment ($M=3.95$), the opportunity to help others ($M=3.92$). The respondents considered the workplace located

near one's current place of residence ($M=3.88$) and the opportunity to apply one's knowledge and skills ($M=3.82$) to be slightly less important. Migrants less frequently emphasized the importance of the aspect relating to the possibility of quick promotion ($M=3.78$), recognition and social position ($M=3.73$) resulting from one's professional role, a lot of free time ($M=3.71$). Further positions in the created hierarchy included performing tasks quite individually ($M=3.67$), the possibility of work that constantly presents new challenges ($M=3.66$), non-rigid working hours ($M=3.52$), the opportunity to work in the city ($M=3.46$), the possibility of further education ($M=3.49$), the possibility of creative and original work ($M=3.42$), influencing the society one lives in and works for ($M=3.40$). In the last positions, migrants place aspects that are not important to them, namely an opportunity to manage the work of others ($M=3.12$), as well as the possibility of work that does not require much commitment ($M=2.64$).

However, according to respondents on the Polish market, the following aspects of work turn out to be the most important: permanent work guarantee ($M=4.44$), work with people rather than with objects ($M=4.39$), good social relations in one's environment ($M=4.10$). High income ranks fourth ($M=4.06$), followed by the opportunity to apply one's knowledge and skills ($M=4.02$), with slightly less importance attached to performing tasks quite individually ($M=3.98$). Poles in the country considered the workplace located near one's current place of residence ($M=3.89$) to be moderately important, ex aequo with having a lot of free time ($M=3.89$). Next, the respondents mention the possibility of further education ($M=3.87$), helping others ($M=3.85$), work that presents new challenges ($M=3.74$), working in the city ($M=3.70$), as well as the possibility of creative and original work ($M=3.67$). The less important aspects for employees include: influencing the society one lives in and works for ($M=3.64$), great opportunities for quick promotion ($M=3.48$), high recognition and social position ($M=3.24$). Fellow countrymen in Poland emphasize that non-rigid working hours ($M=3.16$), a job that does not require much commitment ($M=3.15$) and above all the ability to manage the work of others ($M=2.83$) are not important to them.

A detailed analysis of the obtained data showed that economic migrants and people working in Poland differ in their assessment of the following aspects of work: the possibility of further education - ($t=3,418$ at $p=0.001$), performing tasks quite individually ($t=3m093$ at $p=0.002$), the possibility of creative and original work ($t=2,178$ at $p=0.030$), non-rigid working time ($t=2,678$ at

$p=0.008$), high recognition and social position ($t=4,359$ at $p=0.000$), great opportunities for quick promotion ($t=2,725$ at $p=0.007$), the ability to manage the work of others ($t=2,302$ at $p=0.022$), work with people rather than with objects ($t=3,690$ at $p=0.000$), influencing the society in which one lives and working for it ($t=2,439$ at $p=0.015$), high income ($t=4,301$ at $p=0.000$), the opportunity to work in the city ($t=2,118$ at $p=0.035$) and work not requiring much commitment ($t=4,376$ at $p=0.000$).

No statistically significant differences were revealed between labor migrants and people working in Poland in their assessment of such aspects of work as: the possibility of applying one's knowledge and skills ($t=1,880$ at $p=0.061$), the possibility of work that constantly presents new challenges ($t=0,843$ at $p=0.400$), the opportunity to help others ($t=0,704$ at $p=0.482$), good social relations in one's environment ($t=1,494$ at $p=0.136$), guarantee of permanent work ($t=1,882$ at $p=0.061$), a lot of free time ($t=1,777$ at $p=0.076$) and a workplace located near one's current place of residence ($t=0,113$ at $p=0.910$).

Table 1. Importance of various work aspects (average values)

No.	Importance of various work aspects	Economic migrants		People working in Poland		Comparison t°
		M	SD	M	SD	
1	Opportunity to apply one's knowledge and skills	3.82	1.03	4.02	1.05	-1.880
2	Opportunity of further education	3.49	1.15	3.87	1.13	-3.418
3	Opportunity for work that constantly presents new challenges	3.66	0.99	3.74	1.10	-0.843
4	Performing tasks individually to some extent	3.67	1.06	3.98	0.97	-3.093
5	Opportunity for creative and original work	3.42	1.12	3.67	1.15	-2.178
6	Non-standard working time	3.52	1.17	3.16	1.45	2.678
7	High recognition and social status	3.73	1.06	3.24	1.17	4.359
8	Great opportunities for quick promotion	3.78	1.04	3.48	1.10	2.725
9	Ability to manage the work of others	3.12	1.36	2.83	1.11	2.302
10	Opportunity to help others	3.92	0.85	3.85	0.87	0.704
11	Work rather with people than with objects	4.05	0.95	4.39	0.93	-3.690

12	Affecting the society I live in and work for it	3.40	1.04	3.64	0.95	-2.439
13	Good social relations in the environment	3.95	1.02	4.10	0.99	-1.494
14	High income	4.45	0.71	4.06	1.05	4.302
15	Guaranteed stable job	4.27	0.95	4.44	0.82	-1.882
16	A lot of free time	3.71	1.19	3.89	0.92	-1.777
17	Opportunity to work in the city	3.46	0.99	3.70	1.33	-2.118
18	Workplace located near one's current residence	3.88	1.16	3.89	1.39	-0.113
19	Work that does not require much commitment	2.64	1.14	3.15	1.19	-4.376

Source: Author's own work.

Given the detailed analysis of valued aspects of work and the frequency of their individual indications, it should be emphasized that in the group of economic migrants, high income (55.5%), as well as a guarantee of permanent employment (50.5%) are again determined by over a half of respondents in the group as the most important of all aspects. Four out of ten migrants (41%) say the most important thing is having one's workplace located near one's current place of residence, and a similar percentage of respondents (40.5%) value work with people rather than objects. Over 1/3 of respondents (38.5%) state that the most important aspects involve good relationships; every third respondent (33.5%) indicates having a lot of free time, as well as the possibility of quick promotion (31.3%). More often than every fourth migrant (29%) attaches the highest value to the possibility of using one's own knowledge and skills at work, as well as the social position that is associated with the nature of the work performed and the opportunity to help others (28.5%). Every fourth Pole in the UK (25.5%) gives the highest score to the possibility of performing tasks individually and attaches particular value to non-rigid working hours (25%). Almost ¼ of this group (24.0%) assigns high importance to work that presents new challenges, and every fifth respondent (20%) wants creative work. Every sixth economic migrant (17.5%), in turn, attributes the highest rank at work to the possibility of managing others, further education and influencing the society they live in.

Table 2. Importance of various work aspects (data in %)

No.	Importance of various work aspects	Scale of importance												
		1 pts		2 pts		3 pts		4 pts		5 pts				
		*Z	**P	Z	P	Z	P	Z	P	Z	P	Z		
1	Opportunity to apply one's knowledge and skills	1.5	5.0	11.5	2.5	19.5	16.1	38.5	38.7	29.0				
2	Opportunity of further education	6.5	5.5	16.5	6.0	16.0	19.1	44.0	34.2	17.0				
3	Opportunity for work that constantly presents new challenges	1.5	4.5	9.5	8.0	35.0	25.6	30.0	32.2	24.0				
4	Performing tasks individually to some extent	2.0	1.5	13.5	8.5	26.0	13.1	33.0	44.2	25.5				
5	Opportunity for creative and original work	4.5	6.0	17.0	8.5	30.5	26.6	28.0	30.2	20.0				
6	Non-standard working time	5.0	15.6	16.0	25.6	26.5	12.1	27.5	20.6	25.0				
7	High recognition and social status	2.0	6.0	11.5	22.6	27.0	31.2	30.5	21.6	29.0				
8	Great opportunities for quick promotion	3.0	5.0	5.0	13.6	35.0	28.6	25.5	33.7	31.5				
9	Ability to manage the work of others	18.0	10.1	15.0	30.7	22.0	36.2	27.5	12.6	17.5				
10	Opportunity to help others	0.5	-	2.5	6.0	30.5	27.6	38.0	41.2	28.5				
11	Work rather with people than with objects	1.0	1.0	3.5	6.0	26.0	7.0	29.0	24.6	40.5				
12	Affecting the society I live in and work for it	3.5	1.0	14.5	10.1	37.5	32.7	27.5	36.2	17.0				
13	Good social relations in the environment	3.0	1.0	1.5	9.0	32.0	11.6	25.0	36.2	38.5				
14	High income	0.5	3.0	-	5.5	9.5	17.1	34.5	31.2	55.5				
15	Guaranteed stable job	3.5	-	1.0	4.0	11.0	9.0	34.0	26.1	50.5				
16	A lot of free time	4.5	-	13.5	10.1	22.5	17.6	26.0	45.2	33.5				
17	Opportunity to work in the city	2.0	10.1	14.5	9.5	35.0	18.6	33.0	23.6	15.5				
18	Workplace located near one's current residence	5.5	12.6	4.0	5.5	28.5	10.1	21.0	23.6	41.0				
19	Work that does not require much commitment	18.5	11.6	28.5	16.1	28.5	31.7	19.5	27.1	5.0				

*Z - Poles working abroad; **P - Poles working in Poland

Source: Author's own work

Statistically significant correlations were revealed between the economic migrants' gender and the following significant aspects of work: the possibility of further education ($p < 0.000$), the possibility of work that constantly presents new challenges ($p < 0.000$), influencing the society one lives and works in ($p < 0.000$), a guarantee of permanent work ($p < 0,010$), a lot of free time ($p < 0.002$), the opportunity to work in the city ($p < 0.000$) and a workplace located near one's current place of residence ($p < 0.000$). In a random sample of economic migrants, women more often than men believe that such aspects of work as: permanent work guarantee, the possibility of further education, a lot of free time, workplace located near one's current place of residence, the possibility of work that constantly presents new challenges, the opportunity to work in the city, influencing the society one lives in and works for are important or very important.

Statistically significant correlations were also revealed between the respondents' age and the following aspects of work: the possibility of work that constantly presents new challenges ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), non-rigid working hours ($p < 0.000$), a guarantee of permanent work ($p < 0,010$), a lot of free time ($p < 0.000$) and a workplace located near one's current place of residence ($p < 0.000$). According to the analysis, migrants up to 30 years of age more often than other respondents believe that such aspects of work as: permanent work guarantee, a lot of free time, the possibility of work that constantly presents new challenges, non-rigid working hours, workplace located near one's current place of residence, the possibility of creative and original work, are important or very important.

Next, statistically significant relationships can be noted between the employees' education and significant aspects of work, such as the possibility of applying their knowledge and skills ($p < 0.000$), the possibility of work that constantly presents new challenges ($p < 0.000$), performing tasks quite individually ($p < 0.000$), work with people rather than with objects ($p < 0.000$), good social relations in one's environment ($p < 0.000$), a lot of free time ($p < 0.000$), the opportunity to work in the city ($p < 0.000$) and a workplace located near one's current place of residence ($p < 0.000$). It turns out that in the group of respondents abroad, people with a master's degrees more often than other respondents believe that such aspects of work as: the possibility of work that constantly presents new challenges, the opportunity to apply one's knowledge and skills, performing tasks quite individually, work with people

rather than with objects, good social relations in one's environment, a lot of free time, the opportunity to work in the city and a workplace located near one's current place of residence are important or very important.

Statistically significant relationships were also revealed between the migrants' marital status and the opportunity to help others ($p < 0.000$), a guarantee of permanent work ($p < 0.000$) and the opportunity to work in the city ($p < 0.000$). In a random sample of people, singles more often than other respondents believe that such aspects of work as: permanent work guarantee, the opportunity to help others and the opportunity to work in the city are important or very important.

Moreover, significant correlations were revealed between the respondents' professional experience and work aspects including: the possibility of work that constantly presents new challenges ($p < 0.000$), performing tasks quite individually ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), the opportunity to help others ($p < 0.000$), work with people rather than with objects ($p < 0.000$), permanent work guarantee ($p < 0.000$) and a lot of free time ($p < 0.000$). Respondents working abroad, with work experience of up to 1 year, more often than other respondents believe that such aspects of work as: permanent work guarantee, the opportunity to help others, the possibility of work that constantly presents new challenges, work with people rather than with objects, a lot of free time, the possibility of creative and original work, performing tasks quite individually are important or very important.

Additional statistically significant dependencies can be revealed between the time Poles stay abroad and the importance of performing tasks quite individually ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), non-rigid working hours ($p < 0.000$), the opportunity to help others ($p < 0.000$) and a guarantee of permanent work ($p < 0.000$). According to the analysis, people staying abroad for up to 6 months more often than other respondents believe that such aspects of work as: the opportunity to help others and permanent work guarantee, the possibility of creative and original work, non-rigid working hours, performing tasks quite individually are important or very important.

Furthermore, statistically significant relationships were noted between the nature of the work performed by the respondents and the following aspects valued by the respondents: the possibility of work that constantly presents new challenges ($p < 0.000$), great opportunities for quick promotion ($p < 0.000$) and

workplace located near one's current place of residence ($p < 0.000$). It turns out that migrants who work physically more often than other respondents believe that such aspects of work as: great opportunities for quick promotion, the possibility of work that constantly presents new challenges and a workplace located near one's current place of residence are important or very important.

Statistically significant dependencies were revealed between work consistent with the employee's education and such aspects of work as: the possibility of work that constantly presents new challenges ($p < 0.000$), great opportunities for quick promotion ($p < 0.000$), the ability to manage the work of others ($p < 0.000$) and good social relations in one's environment ($p < 0.000$). In a randomly selected sample of economic migrants, the ones working in accordance with their education more often than others believe that such aspects of work as: good social relations in one's environment, great opportunities for quick promotion, the possibility of work that constantly presents new challenges, the ability to manage the work of others are important or very important.

Further statistically significant dependencies are those that appear between the place of employment of those working on a foreign market and the possibility of work that constantly presents new challenges ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), high recognition and social position ($p < 0.000$), the ability to manage the work of others ($p < 0.000$), the opportunity to help others ($p < 0.000$) and a lot of free time ($p < 0.000$).

It turns out that those employed in the countryside, more often than other respondents, believe that such aspects of work as the opportunity to help others, a large amount of free time, the opportunity to work with constant new challenges, the possibility of creative and original work, high recognition and social position, the ability to manage the work of others, are important or very important.

Further statistically significant relationships include those between the respondents' professional role and such aspects of work as: the opportunity to apply one's knowledge and skills ($p < 0.000$), the possibility of further education ($p < 0.000$), the possibility of work that constantly presents new challenges ($p < 0.000$), high recognition and social position ($p < 0.000$), great opportunities for quick promotion ($p < 0.000$) and permanent work guarantee ($p < 0.000$). It is concluded that regular employees abroad more often than other respondents believe that such aspects of work as: permanent work guarantee,

the opportunity to apply one's knowledge and skills, the possibility of further education, high recognition and social position, the possibility of work that constantly presents new challenges, great opportunities for quick promotion are important or very important.

Moreover, there are statistically significant correlations between the Poles planning a return to Poland and such work aspects as the possibility of applying one's knowledge and skills ($p < 0.000$), the possibility of further education ($p < 0.000$), the possibility of work that presents new challenges ($p < 0.000$), performing tasks quite individually ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), the ability to help others ($p < 0.000$), work with people rather than with objects ($p < 0.000$) and good social relations in one's environment ($p < 0.000$). Research shows that respondents planning to return to Poland within 6 months, more often than other respondents believe that such aspects of work as: the opportunity to apply one's knowledge and skills, the possibility of further education, good social relations in one's environment, the possibility of work that constantly presents new challenges, performing tasks quite individually, the opportunity to help others, the possibility of creative and original work, work with people rather than with objects are important or very important.

According to a detailed analysis of the data obtained, 2/3 of respondents (61.3%) operating on the Polish labor market attach the most importance to working with people and permanent work guarantee. Nearly half of them (48.2%) consider having their workplace close to their place of residence to be the most important aspect of work (48.2%). In turn, 43.2% of respondents in Poland believe the most important are high income and good interpersonal relations in one's work environment (42.2%). More than every third respondent (38.8%) attaches great importance to the opportunity to work in the city, applying one's knowledge and using one's skills to the full (37.7%), as well as opportunities for further education (35.2%). More than every fourth employee in the country (29.6%) emphasizes the importance of new challenges at work, performing creative work (28.6%) and having a lot of free time (27.1%). Also more than every fourth respondent mentions non-rigid working hours as the most important (26.1%), as well as the opportunity to help others (25.1%). Whereas one in five respondents (20.1%) believes that it is very important to influence the society they live in and also perform work for it. The least important for the employees surveyed are the possibility of quick promotion,

obtaining recognition and social prestige, doing work that does not require much commitment and the ability to manage others.

In the discussed sample of people working in Poland, statistically significant relationships were observed between the respondents' gender and the possibility of further education ($p < 0.000$), performing tasks quite individually ($p < 0.000$) and non-rigid working hours ($p < 0.001$). According to research, women more often than men believe that such aspects of work as: performing tasks quite individually, the possibility of further education and non-rigid working hours are important or very important.

Statistically significant correlations were also revealed between the respondents' age and the possibility of work that constantly presents new challenges ($p < 0.000$), performing tasks quite individually ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), non-rigid working hours ($p < 0.000$), work with people rather than with objects ($p < 0.000$), high income ($p < 0.000$), a lot of free time ($p < 0.000$) and a workplace located near one's current place of residence ($p < 0.000$). It is concluded that people up to 30 years of age, more often than other respondents believe that such aspects of work as working with people rather than objects, high income, the possibility of constant new challenges at work, performing tasks individually, a lot of free time, the possibility of creative and original work, non-rigid working hours and the workplace close to one's current place of residence are important or very important.

In the group of people functioning on the domestic labor market, statistically significant relationships were also noticed between the employees' education and the possibility of further education ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), high recognition and social position ($p < 0.000$), great opportunities for quick promotion ($p < 0.000$), work with people rather than with objects ($p < 0.000$), good social relations in one's environment ($p < 0.000$), high income ($p < 0.000$), a lot of free time ($p < 0.000$) and the opportunity to work in the city ($p < 0.000$). As it turns out, respondents with a Master's degree, more often than other respondents believe that such aspects of work as: a lot of free time, work with people rather than with objects, high income, the possibility of further education, the opportunity to work in the city, good social relations in one's environment, the possibility of creative and original work, great opportunities for quick promotion, high recognition and social position are important or very important.

In the sample of people working in Poland, another statistically significant relationship was revealed between one's English proficiency and the opportunity to apply one's knowledge and skills ($p < 0.001$), performing tasks quite individually ($p < 0.003$), the possibility of creative and original work ($p < 0.000$) and non-rigid working hours ($p < 0.001$). As can be seen, people fluent in English more often than other respondents believe that such aspects of work as: the opportunity to apply one's knowledge and skills, performing tasks quite individually, the possibility of creative and original work (100,0%) and non-rigid working hours are important or very important.

Moreover, statistically significant relationships were found between the marital status of Poles in the country and the possibility of applying their knowledge and using their skills ($p < 0.000$), the possibility of work that constantly presents new challenges ($p < 0.000$), performing tasks quite individually ($p < 0.000$), the possibility of creative and original work ($p < 0.001$), great opportunities for quick promotion ($p < 0.000$), a guarantee of permanent work ($p < 0.000$), a lot of free time ($p < 0.000$) and a workplace located near one's current place of residence ($p < 0.000$). According to the study, married people more often than other respondents believe that such aspects of work as: permanent work guarantee, the opportunity to apply one's knowledge and skills, workplace located near one's current place of residence, a lot of free time, performing tasks quite individually, the possibility of work that constantly presents new challenges, great opportunities for quick promotion, the possibility of creative and original work are important or very important.

Further analyzes showed that statistically significant relationships are those between the professional experience of those working in the country and the opportunities for applying their knowledge and using their skills ($p < 0.000$), the possibility of further education ($p < 0.000$), the possibility of work that constantly presents new challenges ($p < 0.000$), performing tasks quite individually ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), opportunities for quick promotion ($p < 0.000$), a lot of free time ($p < 0.000$) and a workplace located near one's current place of residence ($p < 0.000$). As the analysis shows, respondents with work experience of up to 1 year, more often than other respondents believe that such aspects of work as: a lot of free time and a workplace located near one's current place of residence, the possibility of further education, the opportunity to apply one's knowledge and skills, performing tasks quite individually, the possibility of creative and original

work, great opportunities for quick promotion, the possibility of work that constantly presents new challenges are important or very important.

In addition, statistically significant relationships in the sample also occur between the nature of the work performed by the respondents and such aspects of work as: the opportunity to help others ($p < 0.001$), work with people rather than with objects ($p < 0.007$), good social relations in one's environment ($p < 0.016$) and permanent work guarantee ($p < 0.022$). It should be noted that people who work physically more often than other respondents believe that such aspects of work as: good social relations in one's environment and permanent work guarantee, as well as the opportunity to help others and work with people rather than with objects are important or very important.

Statistically significant relationships between work consistent with the employees' education and non-rigid working hours ($p < 0.000$), good social relations in the environment ($p < 0.000$) and high income ($p < 0.000$) were also demonstrated. One may conclude that Poles employed in their homeland, working in accordance with their education, more often than other respondents believe that such aspects of work as high income, good social relations in the environment, non-rigid working hours, are important or very important.

Moreover, there are statistically significant relationships between the respondents' place of employment and the opportunity to apply one's knowledge and skills ($p < 0.000$), the possibility of further education ($p < 0.000$), great opportunities for quick promotion ($p < 0.000$), work with people rather than with objects ($p < 0.000$), a guarantee of permanent work ($p < 0.000$), a lot of free time ($p < 0.000$) and the opportunity to work in the city ($p < 0.000$). As it turns out, people employed in a city above 100,000 residents more often than other respondents believe that such aspects of work as: the opportunity to apply one's knowledge and skills, the possibility of further education, great opportunities for quick promotion, work with people rather than with objects, permanent work guarantee, a lot of free time and the opportunity to work in the city are important or very important.

Statistically significant correlations were also noted in the sample of people working in Poland between their professional role and the following significant aspects: the ability to apply one's knowledge and use one's skills ($p < 0.000$), the possibility of creative and original work ($p < 0.000$), the opportunity to help others ($p < 0.000$), work with people rather than with objects ($p < 0.000$), good social relations in one's environment ($p < 0.000$) and the opportunity to work

in the city ($p < 0.000$). Research shows that regular employees more often than other respondents believe that such aspects of work as: work with people rather than with objects, good social relations in one's environment, the opportunity to apply one's knowledge and skills, the opportunity to help others, the opportunity to work in the city, the possibility of creative and original work are important or very important.

Summary

The results obtained show that economic migrants primarily consider their work instrumental regarding the possibility of obtaining high income and employment security, and they associate it with social values related to working with people and the opportunity to help others. Further on are prestigious and developmental aspects as well as activities for broader social communities. It turns out that economic migrants more often than those working in the country attach value to high income, non-rigid working hours, high recognition and social position and great opportunities for quick promotion. In contrast, people from the control group attach more importance than migrants to the opportunities for further education, performing tasks rather individually, performing creative work, working with people rather than objects, the opportunity to work in the city and work for the benefit of society, although not requiring much commitment. It turns out that demographic and social factors significantly differentiate valued aspects of work in both economic migrants and people from the control group.

Therefore, the results presented confirm the dominant financial motives for Poles traveling to work abroad, as found in numerous empirical studies and the desire to achieve a satisfactory social position in the new environment and to stabilize one's life and professional situation. It should be assumed that failure to meet these expectations regarding the possibility of achieving work-related values may be the reason for migration to another country or one's return to Poland.

Abstract: Nowadays, the role of work from the point of view of an individual and the society is assessed very highly, which is indicated by many empirical analyzes. It makes people happy about their lives, helps them meet their development needs, and have a sense of duty to one's family, group and society. Therefore, work appears to be a way to meet various needs (material, social, moral, prestigious, stabilizing or creative), sometimes strong enough to be the reason for migration from one's home country. The subject of the presented empirical research are aspects of work valued by those employed in Poland and abroad. In order to determine which aspects of work the surveyed people value the most, the diagnostic survey method was used, which was carried out using the survey technique. The study covered 399 people, including 200 Poles working in the UK and 199 people employed in the country. The conducted analyzes are comparative studies.

Keywords: work, work aspects

Streszczenie: Współcześnie rolę pracy z punktu widzenia jednostki i społeczeństwa, ocenia się bardzo wysoko, na co wskazuje wiele analiz empirycznych. Dzięki niej człowiek jest zadowolony z życia, zaspokaja swoje potrzeby rozwojowe, ma także poczucie spełnionego obowiązku wobec rodziny, grupy i społeczeństwa. Praca jawi się więc, jako sposób umożliwiający realizację różnych potrzeb (materialnych, społecznych, moralnych, prestiżowych, stabilizacyjnych czy twórczych), czasem na tyle silnych, że będących powodem migracji z ojczystego kraju. Przedmiotem prezentowanych badań empirycznych są cenione aspekty pracy przez osoby zatrudnione w Polsce i za granicą. W celu określenia jakie aspekty pracy cenią najbardziej badane osoby zastosowano metodę sondażu diagnostycznego, który został zrealizowany techniką ankietową. Badaniami objęto 399 osób, w tym 200 Polaków pracujących w Wielkiej Brytanii i 199 osób zatrudnionych w kraju. Prowadzone analizy mają charakter badań porównawczych.

Słowa kluczowe: praca, aspekty pracy

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