

## **Analysis of Managerial Behaviours in The Management of Human Resources in A Production Enterprise: An Empirical Study from Poland\***

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### **Abstract**

The article reviews and analyzes managerial behavior in human resource management. The project objective was to identify the roles and skills that a production company manager should have. The management of human resources plays an extremely important role in an enterprise, and human capital is the most valuable source for any organization. The void in literature that makes this study important. The article presents the results of an employee survey regarding specific managing behaviours and their impact on the work efficiency. The survey was completed by 40 employees from different departments of the enterprise. They participated in the survey voluntarily and anonymously. Based on the results of the survey, the most important, from the employee's point of view, features of a "good manager" were determined. These are: higher education and experience in working with people, a liberal style in making decisions and authority.

**Keywords:** Managerial Behavior in Human Resource Management, Roles and Skills of Manager.