

## **Abstract**

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The purpose of the dissertation was to explain the impact of organizational culture on the professional development of public museum employees. The issue addressed is a relatively undiscovered area of knowledge. There was a clear gap in the research and the theory needed to conceptualize the key analytical categories, in particular: professional development of museum employees, professional culture and organizational culture and organizational climate, and the development of the necessary research tools. The main question to which the answers were searched was: What are the specific characteristics of the social work environment in a museum and what factors stimulate the professional development of public museum employees? The emphasis on cultural variables resulted from the perceived relationship between employees' efforts for professional development and professional values as motives for the development of professions with a social mission. Organizational culture has not previously been explored in the context of public museums. The need to expand the theory in terms of the category of professional identification, to reconstruct the elements of the professional culture of museum professionals and to define its specificity through the binding category of professionalism was recognized. The realization of the objectives of the work was served by the conceptual model of variables shaping the professional development of public museum employees, which is a presentation of the theoretical implications of the findings. Given the complexity and difficulty of measuring cultural variables that are not available for direct observation, the definitions of analytical concepts required further operationalization and clarification of the relations and relationships linking them. The findings and partial conceptual models were used to develop a research model of variables shaping the professional development of public museum employees, which presents the relationship expressed in the main hypothesis Hg: There is a relationship between organizational culture and the professional development of public museum employees. The theoretical findings determined the adoption of five auxiliary hypotheses. The adopted theoretical perspective and the complexity and multifaceted nature of the research problem determined the choice of a qualitative research strategy based on the case study methodology. The research design was based on combining quantitative and qualitative methods as complementary in a mixed research procedure. A sequential arrangement of research tasks was adopted. An analysis of the empirical material from the survey was carried out using statistical and descriptive methods. Participatory observation, in-depth interviews and organizational discourse analysis were an integral part of the research. Based on the conclusions of the survey and the testing of auxiliary hypotheses, the relationship expressed in the main hypothesis was confirmed. The clarification of the relationship was also used to develop proposals for solutions to strengthen the proactive and self-creative activities of public museum employees. The analysis of the social work environment was also deepened to include aspects related to employee learning and development processes, also based on participation in communities of practice.