Leadership Competency and Quality of Life of IT Professionals in Transition Economies

TREO Talk Paper

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Abstract

A feature of the modern market is the pursuit of strong competitiveness, especially in the sector related to information technologies (IT). While new companies are emerging in which IT professionals carry out their professional tasks very intensively, often working under conditions of severe stress in unregulated working hours. For a team of employees to be productive - a supervisor who is wise, well-educated and sensitive to the employees' needs is indispensable. We assumed that high level of quality of life sense of IT professionals characterized by high level of leadership competency can lead to their better productivity and management of their IT teams. Therefore we investigate the correlations between leadership competency self-esteem, human potentiality (spiritual sensitivity) and quality of life of IT professionals in Poland, a transition economy. The research data is collected by an online survey with the use of our novel questionnaires among 420 IT professionals in the region of Lower Silesia of Poland. The results of this study show that leadership competencies correlate with human potentiality and quality of life of IT professionals in transition economies. The highest quality of life seems to be in companies where the managers manifest a high level of leadership competency.

The human potentiality we understand as a kind of sensitivity, composed of abilities related to everyday, observable human activity, serving adaptive problems solving and attaining goals, principally in the moral field. Also, we plan the test procedure, and describe the psycho-social and economic tools, which serve to measure human potentiality (the Human Potentiality Inventory - HP), quality of life (the Quality of Life Questionnaire) and we will show the methodological process of creating them. They all are novel, the shorter adaptations of original versions.

We guided our study according to two research questions:

1. Does leadership competencies self-esteem correlate with human potentiality and quality of life among IT professionals working in companies in Poland, a transition economy?

2. What are the most important dimensions of leadership competencies correlating with human potentiality and quality of life among IT professionals in Poland?

Our study contributes to expanding the existing research stream concerning leadership competencies self-esteem, human potentiality and quality of life among IT professionals working in transition economies.