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Introduction

This issue of "Management Sciences" covers different perspectives on the challenges of human resources, which are the result of the evolution of the personnel function itself and its institutionalization in global and European contexts and the growing international mobility among workers and their diversity). The international dimensions of HRM, apparent in both theoretical works and projects implemented in practice, are presented by the authors of this journal. In the context of this wide global perspective, the Polish specificity of some fields of HRM was considered.

This issue opens with the article by **Vincent Cassar** and **Frank Bezzina** entitled *Evidence-based HRM through analytics: Reducing the propensity of HRM to become a Cinderella*. The authors highlighted the need for HRM practitioners to endorse a more evidence-based analytic approach in their professional practice towards making effective decisions. Using the metaphor of Cinderella and based on own research, the authors suggested how HRM can benefit from the evidence in shaping people-oriented decisions in organizations.

Companies and organizations today come across both the opportunity and the challenge of employing global workforce that differs in age, gender, education and culture. **Katarzyna Krysińska-Kościańska** in her paper *Diversity management in the context of human resources management* claims that cultural diversity will continue to define the global workforce as companies seek to fill shortages, gain market efficiencies and acquire strategic assets. She also recommends various actions that could be undertaken in relation to diversified workforce in chosen HR subfunctions (planning, staffing, motivating and developing).

Due to the increasing mobility of international employees and, on the other hand, the huge shortage of highly-skilled workers who are able to work on the global market, there is a need to fill in this gap. **Sylwia Przytuła** and **Gabriela Strzelec** in their article *What is a self-initiated expatriate? Etymology, synthesis, definition*, described the new trend in IHRM which is self-initiated expatriation. Self-initiated expatriation is a new area of expatriation that has emerged in recent years. This requires a deeper understanding because of the growing interest of international actors in this specific group of workers and the resulting difference in the management of this group. Self-initiated expatriation seems to be a promising and valuable asset in international human resources management. SIEs are a measurable advantage for both the organization itself and the economies of the host countries.

Katarzyna Tracz-Krupa in her paper *Employee development within the European Social Fund in Poland in the 2007-2013 programming period from the perspective of the final beneficiary – research findings,* presented the results of the empirical study on the development of employees within the European Social Fund in Poland in the 2007-2013 programming period. The study was conducted from the perspective of the final beneficiary. It reflected the expectations of the employees regarding development in the workplace, the possibilities offered by employers, the types and forms of training financed by ESF, as well as the benefits from participating in EU projects from the employee's perspective.

Adam Suchodolski in his research study *Human resource management in the perspective of expectations and attitudes of generation Y in Poland,* presented the research findings on representatives of generation Y from North America and Poland. The author concluded that young people in Poland do not constitute a homogeneous group, and compared to their American peers, they seemed to be the "hybrid generation" shaped by global mass culture trends and socialization processes determined by the indigenous culture and value system.

Kamila Kuczaj in her study *Empirical study on the determinants of the quality of worklife in local government institutions* presented ten major job facets of worklife quality in local government institutions. The results indicated the relatively strong relationship between the five out of the ten described job aspects and QWL. The paper contains a list of recommendations for the researched institutions.

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