

## Summary

The research problem of doctoral dissertation „Consistency of key human resources management in football clubs in Poland with club strategies” was the compliance of the management of key human resources (training staff members, competitors) with the strategy of football clubs in Poland (Legia Warszawa, Jagiellonia Białystok and Lechia Gdańsk).

Main premises for this dissertation:

- increasing the importance of human resources, as decisive elements of the organization (also sporting);
- filling gaps in management science (lack of research concerning the cohesion with strategy in football clubs);
- an important contribution to the development of management sciences (presentation of novel issues concerning one of the most popular sports disciplines in the country and in the world).

Cognitive goal:

- diagnosis of the compatibility of key human resources management in football clubs with club strategies;

Methodological objective:

- development of a methodology for diagnosing the compliance of human resources management in football sports clubs with club strategies;

Research questions:

- 1) What are the sources of differences in the strategies of the clubs studied?
- 2) How personal strategies of the clubs are correlated with the strategies of these clubs?
- 3) How does the functioning of the resource management components in the analyzed clubs correlate with the personnel strategies of these clubs?

The course of the research process:

- The research included club strategy and their conditioning,
- Adjusting the human strategy to the global strategy,
- The functioning of the components and their compatibility with the strategies of the tested clubs. The research suggests that **football clubs can reach high positions in the football clubs’ ranking by implementing different strategies. The necessary (though insufficient) conditions are:**

- **Adapting the strategy to the working conditions of clubs,**
- **Correlation of personnel strategies with club global strategies,**
- **Correlating the function of components with HR strategies.**

This conclusion can be considered general enough to refer to other types of organization.