

Summary

Disability in people always involves their limitations in terms of full participation in society. One such limitation is access to the labour market and the possibility of doing paid work. In order to reduce the consequences of this situation, the State introduces a complex system of benefits to persons with a disability in order to provide them with livelihoods. Although the provision of social benefits requires a person with disabilities to "transition" through all the thickening of legal acts, laws, regulations and institutions, as a rule, these are generally measures at the social minimum, too limited to ensure self-existence. This situation discriminates against people with disabilities, especially since access to education for them is also limited in practice. All this makes adults with disabilities generally less educated, and thus less competitive in the labour market.

Therefore, many difficulties or restrictions of people with disabilities can be overcome through telework. Then most of the emerging problems in the labour market related to disability can be successfully addressed. Such proposed telework solutions are a good option for workers with disabilities, but requires some improvement and well-prepared managers. Without the right management, it is not possible to properly manage. Nevertheless, the conditions for telework of people with disabilities point to a gap in the literature of the subject in the management of this employee team. It is worth mentioning that by organising employee duties in this system telework, for example, it is not necessary to adapt the area of the office to the needs of people with disabilities. In addition, it exploits the potential of the teleworker, without investing in assistants of such persons and equipping the workplace to meet the expectations and needs of employees. In telework, it is usually the employee who has: the right competence, the willingness to work, equipment adapted to the needs, as well as the appropriate conditions for this.

The development of modern digital technologies is a hope for changing this situation. Educational platforms and the elimination of architectural barriers give people with disabilities an unprecedented opportunity to get an education, even in large academic centers. This is of particular importance for intellectually efficient persons whose physical disability (e.g. traffic, speech, vision, etc.) it can be reduced, or even even eliminated, replaced by modern technologies, and this will make it well educated for employers, fully competent, available in the performance of tasks, staff. It is largely for such people to dedicate the solution, which is telework. This is the possibility of carrying out work

outside the employer's premises. In addition, in many cases, the objectives are made at a convenient time and place. On this basis, employment costs and employee time are reduced. Hence, telework can be a desirable form of organization of work. However, it cannot be forgotten here that such performances and tasks entrusted are not the same as the form of employment organisation, which is telework. This aspect largely entails the fact that the teleworker works on the basis of an employment contract. Telework is either the point of such a contract or the subject-matter of an agreement between the employer and the employee.

The very essence of telework is not a new thing. It is largely about properly organizing work so that it can be worked without burdensome commutes for workers. It is through the difficulties of getting through many people with disabilities who do not want to take up professional work. They fear how they will get to work, as well as how they can cope in the labour environment. However, appropriate decisions should be taken in the context of management activities. They largely condition the appropriate level of potential utilisation that is to be used in the company concerned.

Telework characteristics and references to people with disabilities have been carried out at work, for whom this way of work can be a good option. All the more so because, through the new legislation, the government referred to the solution under consideration. He referred it to the caregivers of people with disabilities. Nevertheless, the mere mention of this solution allows you to familiarize yourself with the idea of telework and increases the interest of entrepreneurs, as well as potential employees with this option of organizing work. This aspect matters because most of the studies are focused on the very idea of telework. There is a lack of insightful analysis when it comes to identifying specific employee groups where telework will work best.

Of course, many studies can find a reference to this aspect, but this is not one of the main pillars of research. People with disabilities are overlooked for this type of solution. Therefore, this dissertation fills a gap in the context of modern telework conditions (most literature studies date back to 2011-2014, later there were individual duplicative studies news from that period) and a summary of the solutions it gives to the teleworker in the context of people with disabilities.

This work was intended to try to demonstrate the specifics of the management of teleworkers with disabilities. Thus, on the basis of the research measures taken, the author tried to create model management teleworkers with disabilities, which will give an answer to the modern employment needs of this group of employees. As a result, a

potential employer who wants to employ workers with disabilities has the opportunity to familiarize themselves with what he should look for, so that telework of people with disabilities is fruitful for both parties.

Choosing this topic was not a coincidence. In this regard, she has been very concerned about the interests of the author, because she herself is a person with disabilities who have been working in telework for several years. It is also not without significance that warns in other ways the potential of telework of people with disabilities than can be done by analysing the literature of the subject.

In dissertation, the point was there for answered by several research problems. They were deliberately divided into main and detailed research problems, as the most important research area was established on this basis. He is later narrowed down to the most important issues. Therefore, the main research problem was the question. Can create model management teleworks with disabilities for enterprises, which will use modern, modern information and communication technologies, and at the same time will take into account the potential of people with disabilities, employed in this form? In turn, specific problems include the following issues:

- a. What specific characteristics must people with disabilities have to work in telework?
- b. What tools and methods of staff management are used in the telework of people with disabilities?
- c. What are the benefits and what risks do you don't have to face in terms of employment in the form of telework for people with disabilities?
- d. What areas in staff management are of particular importance for telework workers?

The specificity of research work prompts preliminary assumptions. These frameworks develop certain hypotheses. Therefore:

The main hypothesis is:

Tele management of staff with disabilities is carried out on the same basis as for staff working at the company's premises, but requires adaptation of tools and management methods, as well as forcing the development of an appropriate system of motivation, supervision and evaluation.

In turn, the following specific hypotheses were developed for the detailed questions:

- a. In each economy, there are valuable human resources that can be activated through telework employment, including people with disabilities.
- b. Telework is a form of employment and, as such, requires the identification of those areas which should be improved in a way that brings a mutual benefit: to the employee and for the employer.
- c. In addition to the relevant tasks expected by the employer, the competence and professional qualifications should have special skills in self-organisation and self-control of the ongoing performance of tasks in his workplace, outside the company's premises.
- d. Among the main shortcomings of telework, it is necessary to point out the inability to directly control the employee directly, which may result in an incorrect assessment of e-staff. On the other hand, the main advantage of telework is the significant reduction in employment costs.

In order to verify the above assumptions, several research methods were decided. The most original analysis and synthesis of the literature of the subject was carried out. This made it possible to develop theoretical assumptions for the problem under investigation. Subsequently, a survey was conducted among teleworkers management and among teleworkers themselves with disabilities. This made it possible to check the area in two tracks. The responses obtained were analysed and selected static studies. In addition, the work was enriched with reflections from its own observation and inference.

As a result, five chapters of work stood in. Thanks to them, the theory was organized, which was supplemented by the results of the studies carried out. It was therefore possible to determine whether and how much theory coincides with practice.

The first chapter sets out the conditions of the digital economy and the information society in human resource management. To this end, the inclusion of the digital economy and the information society is first defined. Further selection and presentation of new organisation management concepts was further made. In this context, an attempt was made to characterise human resources in the information society. This would not be a complete description if it were not to enrich it with a description of information technologies and to indicate their importance in managing employees in the organization. At the end of the chapter, a summary was made, thereby referring to the management of staff in the digital economy.

Chapter Two focused on management issues in telework. However, this would not be possible if it were not for the start of these considerations from the characteristics

of telework and the area of its application. Further points to telework management functions. This made it possible to determine the disadvantages and advantages of telework. Later, teleworkers management methods and tools were established. This allowed for an indication of the benefits and costs of employment of teleworkers. Against this background, attempts have been made to analyse telework solutions for people with disabilities in selected European countries.

The third chapter was devoted to people with disabilities, including teleworkers. Therefore, the most first was the description of people with disabilities in terms of definition, demographics and statistics. It was then pointed out the importance of working in the lives of people with disabilities. In deepening this topic, this section refers to the requirements applicable to adapting the position to the needs of workers with disabilities in this employment organisation system. Finally, it describes the opportunities and limitations of people with disabilities to perform telework.

Chapter Four contains the characteristics of telework based on own research. By introducing in this regard, the most first referred to the methodology of own research, with the presentation of self-examination of. The SWOT analysis, as well as TOWS telecommunications management and teleworkers, was then carried out.

Chapter Five was complemented by this issue, which allowed for an indication of the management model of the working group being studied. Hence, the most original was presented the components of management, namely: planning, organizing, controlling and motivating in the management of telework and teleworkers. It will complement the suggestions for entrepreneurs, important for the creation of model management teleworkers with disabilities.

The work ends with summary, bibliography, as well as an annex with author's survey questionnaires.