

## ABSTRACT

The main goal of the work entitled *Determinants of Occupational Risk Management in Small and Medium-Sized Enterprises* is to **develop and propose the implementation of additional determinants, such as age, seniority or co-morbidities for occupational risk management**. The goal has been expanded with **four auxiliary ones**:

1. Presenting that current management of occupational risk assessment is carried out in a general way.
2. Demonstration that selected determinants, i.e. sex, seniority, co-morbidities or personality traits could increase the effectiveness of occupational risk assessment management.
3. The introduction of additional determinants such as: sex, seniority, co-morbidities and personality traits resulting from the literature analysis and up-to-date research changes the assessment of occupational risk and brings benefits for both an employer and an employee.
4. Showing that health and safety inspectors have a general approach to managing occupational risk assessment.

With the objectives of the doctoral dissertation formulated in this way, the following main hypothesis was adopted: **Available methods of managing occupational risk assessment generally determine the likelihood of an adverse event and its consequences**.

The following auxiliary hypotheses were formulated as its extension:

1. The more indicators used in managing the risk assessment, the more accurate the assessment of the probability of an adverse event.
2. Gender affects some of the risks in assessing occupational risk in such a way that the likelihood of events among women is greater than for men.
3. Seniority and age as well as comorbidities affect some of the risks in assessing occupational risk.
4. Health and safety inspectors generally treat occupational risk in occupational health and safety management.

With regard to the implementation of the objectives of the work and the justification of the research hypotheses, the structure of the doctoral dissertation contains an introduction, five chapters, a summary, attachments and a bibliography. The theoretical part includes two chapters, whereas the empirical part three others.

The first chapter *Management of small and medium-sized enterprises - the process aspect of work safety* is devoted to the general subject of management and work safety management. The basic assumptions of management in small and medium-sized enterprises as well as the structure and significance of individual elements of the OHS management process were presented.

*The impact of occupational risk analysis on the way of occupational health and safety management* is included in the second chapter, which presents the role of occupational risk in OHS management. The importance of occupational risk and the team assessing it are shown. Great emphasis is placed in this chapter on the issue of occupational risk assessment methods, their essence, and a comparative analysis of the most commonly used methods.

Chapter three *Determinants of occupational risk assessment* mainly concerns the analysis of determinants supplementing occupational risk assessment such as age, seniority, degree of disability or co-morbidities.

Chapter four *An analysis of occupational risk management research* presents the results of the research. It was based on the analysis of surveys (own research) on the most commonly applied methods of occupational risk assessment, opinions and awareness of health and safety inspectors about additional determinants in occupational risk assessment and their updating. The research outcomes in a descriptive form are a response to the research problems and hypotheses.

Chapter five *The impact of personalized risk on the management process on selected examples (case studies)* compares occupational risk assessments not including additional determinants with those after taking them into account (personalized assessment). The last element of the dissertation is a summary where the conclusions and the author's scientific discourse are presented as the result of research.

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Magdalena Dobasz