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### SUMMARY

doctoral dissertation entitled. "Human resource management and control inspectors in Regional Chambers of Accounts. Determinants of the control process".  
written under the supervision of Dr hab. Artur Wołek prof. UIK and Dr Agnieszka Knap-Stefaniuk

This dissertation focuses on the personnel policy towards inspectors of the Regional Chambers of Accounts, focusing on supervisor-subordinate relations and personnel decisions. The main objective of the dissertation is to identify and analyse these policies, and to understand their impact on the quality of inspectors' work. Personnel policy is a key element in maintaining high standards of financial control and building public confidence in the RIO's operations. The empirical research conducted as part of the dissertation includes an analysis of human resource management in the RIO, including recruitment, adaptation, remuneration policy and the evaluation of inspectors' work by the recipients of these benefits.

In the dissertation, the issues discussed are divided into eight chapters. The first chapter deals with the theoretical foundations of HRM, the second chapter focuses on the constitutional position, functions and determinants of inspection in the RIO, while the remaining chapters mainly focus on empirical research in the RIO on recruitment, adaptation and remuneration policy. They are preceded by the third chapter, devoted to the method of this research.

The dissertation employs the following research methods and techniques: a literature review, a legal analysis of human resources legislation in the RIO, the collection and analysis of human resources background data (secondary analysis of statistical data), the use of the author's online survey questionnaire with audit inspectors, and the conduct of in-depth and standardised interviews with governors, inspectors and local government employees.

The results of the research indicate that the recruitment and selection policy for inspectors in the Regional Chambers of Accounts is mainly based on traditional methods, which can lead to recruitment problems. The lack of a formal adaptation programme for new inspectors may result in a prolonged process and stagnant staff turnover. The remuneration policy in the RIO depends on the decisions of individual governors, which can lead to tensions among inspectors if its gradation option is chosen. In addition, municipal treasurers rate the quality of RIO inspectors positively, despite existing staffing problems and low salaries. Personnel policies at the RIO are important, but do not seem to have as much impact on treasurers' perception of inspectors' professionalism as the analysis of the literature on human resource management suggests.

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