

Summary

Outplacement, or support for employees during the layoff process, is becoming increasingly important in today's labor market. It allows employees to reflect on their career path and develop new competencies. Studies indicate that there is little knowledge of outplacement among employers, leading to limited use of such programs. The results of research on the effectiveness of employee support and the use of this data contribute to innovation and have a significant impact on the economy, which is facing serious challenges. Poland's energy industry is also undergoing profound reforms, which will result in restructuring and, consequently, an increase in the importance of outplacement programs.

To better understand what factors influence the effectiveness of outplacement activities, it is necessary to study them in specific workplaces in the energy industry and assess how they help employees cope with changing work conditions. This study focused on employees who participated in outplacement training to develop or acquire new skills needed in the job market.

The study involved 92 participants from among the employees of one of the largest capital groups in the energy sector in Poland. The effectiveness of the developed training program was evaluated using a longitudinal study, with a pre-test and post-test. The results showed that training in both soft and hard skills had a positive relationship with proactive coping skills compared to the control group. Although outplacement training was not directly related to self-efficacy, increased proactive coping was associated with higher self-efficacy, which in turn was associated with higher levels of employability. Thus, increases in both proactive coping and self-efficacy were positively correlated with higher levels of perceived employability.

In order to effectively identify the factors that determine the effectiveness of training, it is necessary to examine their relationship with the above variables in specific energy industry workplaces. The analysis of the results and the presentation of the use of these results allows for a more effective and efficient adjustment of measures to support employees with whom the company will be terminating their employment. On this basis, appropriate programs have been launched that cover 187 people and will allow the company to better prepare for dynamically changing market and organizational conditions.