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## Introduction

The emphasis put on the rationality of actions in organisations somehow imposes specific management patterns despite the noticeable weakness of the convictions underlying undertaken actions. The subjectivity revealed in this manner proves the legitimacy of the greater focus on people, which is worth reflecting in the management process. Numerous managers still assume, however, that what is good for an organisation is also beneficial to its employee interests. The problems arising in this context are manifested through distrust or even resistance of employees.

It is worth noticing that the discussed interests are not identical and their hierarchy is subject to changes, which results from both individual (personal) characteristics and environmental factors, including the transformations occurring in an organisation itself. Generally, it may be stated that employees as stakeholders of an organisation want to believe that it will secure their financial and professional aspirations and even certain private affairs without excessive psychological costs incurred by them.

The priority of economic goals, being also employer's goals, noticeable in practice reveals discrepancies in the interests, at the same time exhibiting a need to alleviate conflicts by seeking a consensus. The increase of organisation openness to employee interests means that it is necessary to conduct a policy where the interest in the wishes of employees and their expectation of fulfilling the wishes in a given organisation is manifested. The aim here is not only to respect employee rights and combat the phenomena reducing the broadly understood employee well-being but also to prevent the occurrence of these phenomena. Certain activeness and artfulness in the sphere of awakening such expectations that coincide with the employer interest in employees are also important.

Management oriented on employee interests may become a fact and be a value of an organisation in an aspect broader than the image-related one. This, however, requires in-depth recognition, comprehension, and application of appropriate organisation's practices, which constitutes a major challenge for decision-makers, which is difficult to accept.

The study is composed of two parts. The first one discusses the variety of employee interests, which results from legal and organisational considerations. The latter are related among others to the specificity of work performance circumstances. An attempt was also made to recognise the benefits arising from the cooperation with a particular employer, which are identified with employees' professional success. Such a perspective may be a premise for initiating a discussion on the notion "employee interest" itself.

In the second part, the challenges faced by management practice in the context of increased openness to employee expectations are highlighted. It was assumed that

the foundation of management oriented on employee interests is subjective treatment of employees, the supporters of which (practitioners and not only declarers), as indicated in the research related, for example, to the phenomenon of discrimination at work, are still the minority. The notion of employee well-being and the solutions to create the work-life balance are also discussed against this background. It seems that these categories may be treated as a certain measure of the level of organisation's orientation towards employee interests.

Hopefully, the theses and results of the research presented in this study will provoke a creative discussion on the premises for and the possibilities of respecting employee interests in modern enterprises.

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