

CONTENTS

INTRODUCTION	9
1. THE 4TH INDUSTRIAL REVOLUTION IN THE CONTEXT OF INDUSTRY 4.0 AND WORK 4.0	17
1.1. Introduction.....	17
1.2. Increasing rate of evolution for disruptive digital technologies.....	19
1.2.1. Brief historical introduction.....	20
1.3. Technological, economic, and organisational aspects of Industry 4.0.....	28
1.4. Description of Industry 4.0 technologies.....	35
1.5. Pervasiveness of Industry 4.0.....	43
1.6. Characteristics of digital economy.....	46
1.7. Digital “platformisation” of economy.....	52
1.8. Impacts of the Fourth Industrial Revolution.....	59
1.9. New sources of productivity introduced by Industry 4.0.....	60
1.10. Incorporation of new approaches to energy and efficiency.....	62
1.11. Impacts on the working processes or “Work 4.0”.....	64
1.12. Impacts on organisational decision-making process.....	74
1.13. Decision-making processes.....	75
1.14. Learning process at individual and group level.....	80
1.15. Relationships among people and society (trans-human modes).....	85
2. THEORETICAL BACKGROUND FOR THE ANALYSED RESEARCH VARIABLES OF WORKERS REPRESENTING OCCUPATIONS IN INDUSTRY 4.0	92
2.1. Introduction.....	92
2.2. Personality factors.....	92
2.3. Personality type D.....	95
2.4. Positive orientation.....	97
2.5. Ego resiliency.....	100
2.6. Self-efficacy.....	104
2.7. Attitudes towards safety at work.....	106
2.8. Workplace perception – a subjective perception of organisation.....	109
2.9. Sense of bonding.....	114
2.10. Fitting to organisation.....	115

2.11. Sense of dignity	117
2.12. Perception of social world	118
2.13. Psychological stress and coping strategies	121
2.14. Feeling of threat	126
3. PRESENTATION OF OWN RESEARCH.....	130
3.1. Research group	131
3.2. Presentation of research variables	132
3.2.1. IPIP-BFM-20	133
3.2.2. D-14 scale	134
3.2.3. Positivity scale.....	135
3.2.4. SPP-25 scale	135
3.2.5. Generalised self-efficacy scale (GSES).....	136
3.2.6. Questionnaire of attitudes towards safety.....	137
3.2.7. Questionnaire of areas of professional life.....	137
3.2.8. Scale of social ties	138
3.2.9. Human – organisation matching scale.....	139
3.2.10. KPWG-3 feeling of dignity questionnaire.....	139
3.2.11. Questionnaire of opinions on the social world.....	140
3.2.12. Feeling of stress questionnaire	141
3.2.13. Feeling of threat questionnaire	141
3.2.14. Stress management inventory.....	142
3.3. Presentation and discussion of results	143
3.3.1. Personality of employees in Sector 4.0	143
3.3.2. Regulating emotions and self-efficacy	145
3.3.3. Relationship with professional work and functioning in organisation	148
3.3.4. Perception of the social world and self-esteem among tested employees	156
3.3.5. Stress and feeling of threat	162
3.3.6. Dealing with stress and level of personal resources in tested employee groups.....	165
3.3.7. Relationship between age, seniority, and attitudes towards safety among industrial workers 4.0	171
3.3.8. Relationship between age, seniority, and sense of threat	173
3.3.9. Relationship between age, seniority, and sense of stress among tested employees	174
3.3.10. Relationship between age, length of service, and evaluation of areas of professional life	175
3.3.11. Relationship between age, seniority, and subjective evaluation of bonds among tested employees	176
3.3.12. Relationship between age, seniority, and fitting for work in an organisation.....	177

3.3.13. Personal predictors of general attitude of employees towards security	178
3.3.14. Personal predispositions for a sense of stress among industrial workers 4.0	180
3.3.15. Personal predictors of a sense of threat among industrial workers 4.0	182
3.3.16. Stress management styles and feeling of stress among industrial workers 4.0	184
3.3.17. Styles of dealing with stress and feeling of threat among industrial workers	186
3.3.18. Opinions about social world and feelings of danger at the workplace.....	188
3.3.19. Age, quality of bonds, personality traits of the respondents and a sense of self-efficacy	190
3.3.20. Positive orientation, ego resiliency, and depressive personality as predictors of a sense of threat among respondent employees	193
3.3.21. Positive orientation, ego resiliency, and a depressive personality as predictors of a sense of stress among industrial workers 4.0.....	196
3.3.22. Positive orientation, ego resiliency, and a depressive personality as predictors of the self-efficacy of industrial workers 4.0	199
Bibliography	204
Abstract	228