**ABSTRACT**

There is no doubt that Japanese companies are characterized by specific organizational culture and management practices. One might ask to what an extent Polish employees of companies with Japanese capital adapt to the promoted practices. I will attempt to give answer to this question, based on the results of the research conducted with employees in four selected manufacturing companies. The important criterion is the size of the company, which affects the efficiency of generating desired patterns among employees. The adaptation level of workers to these patterns can be observed at the level of employee attitudes that express a partial or full identification with current company practices.

This paper aims to answer the question to what an extend Polish workers employed companies with Japanese capital, present on Polish market, adapt to the practices implemented in these organisations. The data used come from a PhD dissertation, and was collected within the time from October 2008 to May 2009 and reverified in 2011.