

## **Abstract**

This diploma thesis describes the topic of social competencies of IT professionals. It is divided into two parts - theoretical and empirical. The theoretical part describes competencies at a general level. It includes the definition of this term and the development of a competence-based approach. The next part speaks about components of competencies and theoretical approaches that understand competencies in different ways. Next chapter is about social competencies, their definition and specification or similarity with other concepts (for example emotional and social intelligence). There are also mentioned some theoretical approaches with an emphasis on the understanding of social competencies by U. P. Kanning. The following chapter discusses different ways of measuring social competencies with a brief description of the most frequently mentioned diagnostic methods. The theoretical part concludes with a chapter devoted to social competencies within the IT field. On the example of several studies, it presents key social competencies for IT professionals in different positions, rated from different angles. The previous information is supplemented by practical results. The empirical part contains the results of a research project that aims to map the social competencies of IT professionals. The results showed statistically significant differences compared to the standardization data set. In total, two secondary scales and nine primary scales have reached sufficient significance. Comparing IT professionals with managers was also statistically significant, with all secondary scales and thirteen primary scales. The results confirmed the differences in the social competencies of IT professionals. More detailed interpretations are added based on the results for specific scales. The limits and intervening variables are discussed, along with the results of studies on related topics.