

## **Abstract**

The bachelor thesis at hand deals with the use of psychodiagnostic testing methods by the human resources employees when focusing on development of their employees. Nowadays, the psychodiagnostic testing methods represent a popular method that is often applied in many areas of personnel management. The thesis comences with introduction into psychodiagnostic testing methods in general, focusing on its' types as well as criteria used to evaluate its' quality. A short chapter is also dedicated to criticism of psychodiagnostic testing. Furthermore, the thesis focuses on development of employees and describes selected developmental methods and techniques, that psychodiagnostic testing can be a part of. A topic of current use of psychodiagnostic testing methods within the employee development around the world is also discussed, after which the thesis focuses on specific requirements present when using these methods for employee development. Empirical investigation focuses on mapping the current state of usage of psychodiagnostic testing methods by Czech human resources personnel when working on development of their employees and was carried out using own questionnaire research.

**Keywords:** Employee Development, Human Resources specialists, Psychodiagnostic Methods, Psychodiagnostic Tests, Psychodiagnsotic Questionnaires, Personnel Development, HRM practices, Psychodiagnostic Tools