

Abstract:

The aim of the thesis is to identify and characterize modern methods of personnel development in the context of talent management. Emphasis is placed on the use of coaching, mentoring, self-learning and e-learning (webinars, online seminars, video learning and mobile learning) in career management and work performance. A well-designed workplace development and learning system allows employees to effectively manage their careers. The acquired knowledge and skills can be used by talented individuals in creative activities and the development of the organization. In the theoretical part, the issue of further professional education was conceptualized and summarized with an emphasis on strategic management within the organization. Business education is a pillar and a key tool for the development of workers. An analysis of the methods of education and development of workers primarily created or suitable for talented adult individuals will be carried out. Gagne's differentiated model of giftedness and talent will be used as a key tool. Identifying differences in attitudes towards those talented and non-talented. The aim of the research part was to analyze the methods of education and development of talented adults, to monitor the frequency of use of individual methods with an emphasis on electronic learning tools. Using the questionnaire survey, various aspects of further professional education within a medium-sized organization were investigated. The research group consisted of 168 workers. Systematic training and staff development leads to the development of professional competences and to the deepening of formal qualifications.