

ABSTRACT OF DIPLOMA THESIS

Analysis of talent management in the company Karma s.r.o.

The diploma thesis deals with the topic "Analysis of talent management in a selected organization", while the research took place in the company Karma, s.r.o. The aim of the work is to identify talent management in this company with the determination of recommended steps to improve the current situation, respectively. elimination of deficiencies. Due to the fact that this company providing communication and information services focuses on IT specialists, the connection of talent management in this company is crucial, among other things, in connection with the current state of the labor market and the current shortage of IT specialists.

The research questions of this thesis are the following:

- How does talent management work in Karma?
- What recommendations can be given to Karma to improve the functioning of talent management?

The research took place both in the form of a questionnaire survey and in the form of interviews. Ten respondents from the Human Resources Management Department took part in the questionnaire survey, and eleven respondents across the company were interviewed.

The research was conducted through interviews mainly by middle management and project managers focusing on IT projects with longer experience with sufficient knowledge of the company, its operation and internal processes.

For better work with talents within the company, the respondents especially recommended better communication with talents and at the same time better identification of talents, incl. subsequent financial evaluation. At the same time, they proposed to increase the qualification of employees for HR, to provide development training to talented employees, to set up a motivational program, resp. career rules, listening to the opinions of others, and changing the

organizational structure. In addition to the above, respondents add that the company should improve the environment for talent, better present to the outside projects the projects it carries out. Furthermore, respondents would welcome top management support in promoting a variety of ideas, projects, opinions and would also appreciate if the company valued the talent, tried to keep it and appreciated it appropriately, and did not punish the employee for a different opinion than the superior. . At the same time, they recommended organizing a selection procedure for selected heads of professional departments, where the current manager could defend his position or another better candidate would succeed. Another goal for the future focus of talent management in the company was to introduce talent management into practice, the opportunity to grow at work, learn and be satisfied. The last proposal was the implementation of internships for students and their subsequent motivation to join the company.