

## **ABSTRACT**

The main aim of this thesis entitled “Education Needs of Selected Organization” is the analysis of the established education system of a company, with focusing on recruitment method called assessment center and employee evaluation method called development center. The first part of the thesis contains basic characteristics of the human resources management, the tools used within the education systems and the recruitment system. The next chapters include specific descriptions of the methods assessment center and development center. The selected organization is described in the thesis including its education system and the usage of the two methods mentioned before. As an empiric part survey was being realized, its respondents were employees of the selected company who in the past were participants in assesment or development center. The target was to find out whether the employees are satisfied with the usage of the methods or not. Part of the survey was interview with human resources generalist. The main purpose of this thesis was to analyze and identify the basic terms of human resources management, education of employees and assessment and development center methods. The main aim of the thesis is to analyze the current state of education system in company, evaluate the assessment and development center methods, identify the education needs of selected organization and, based on the analysis and the results of the survey, to project possible improvements for the organization.

## **KEYWORDS**

Assessment Centre, Development Centre, Human Resources Management, Education, Potential Identification, Recruitment

