

**Annotation:**

The diploma thesis is aimed at processing the issue of adaptation of volunteers sent by humanitarian organizations on missions abroad. First, the humanitarian help and development aid with volunteering and principles of international volunteer cooperation are described. Second, the adaptation in relation to work abroad is characterized including tools for managing the adaptation process. Data were drawn from academic resources and reports issued by Ministry of Foreign Affairs of the Czech Republic and nonprofit organizations operating in the current field. The empirical survey objective is to identify and compare how adaptation of volunteers sent to foreign missions is being carried out by Czech organizations including ADRA, Brontosauři v Himalájích, People in Need, INEX-SDA, Doctors without Borders, SADBA and SIRIRI. The tools for managing the adaptation in these organizations will be compared as well. A method of qualitative semi-structured interviews with Human Resources managers ensuring the adaptation of volunteers will be used to gather the data. Furthermore, there will be made questionnaire survey with volunteers from each organization that have undergone an adaptation process within the last two years. It will be ascertained whether adaptation processes meet the needs of volunteers based on these interviews.

**Key words:** adaptation, personnel management, volunteers, foreign missions, humanitarian and development aid, non-profit sector