

The doctoral theses named "The Value of profesigraphy for preparation of tenders for available work positions" concerns the topic of preparations of tenders as well as importance of a global and methodologically correct approach to the preparation of the whole process of filling the available work positions, which should always be based on the methods of profesigraphy.

Implementation of tenders is understood as an integral part of human resources management but there is rarely stressed out its complexity, its value for the correct functioning of the organization, success of the organization on the market, its influence on the behaviour of the organization, company culture and efficiency of the organization.

A correct description of a work position with all its aspects ( organizational, communicational, social and economical), that the position has within the organizational structure of the company, and later its filling with the right employee with appropriate skills such as education, capability, experience, competence and personal maturity, all the before mentioned is a foundation for successful functioning of the organization.

The theses stress out the importance of the profesigraphy representing a set of actions which allows the appropriate preparation of a tender from the methodological point of view. It also allows analysis of the work position and shows that activities hidden under the comprehensive title profesigraphy are easy to accustom. Thanks to the profesigraphy is possible to audit the position. Getting accustomed to the profesigraphical actions allows the team preparing the tender, including the human resources manager, to prepare the tender efficiently and correctly from the methodological point of view as well as to minimize mistakes and therefore gain a valuable employee for the organization through the whole process.

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