

Abstract

The bachelor's thesis deals with the process of employee benefit system design and factors that affect it. The thesis pays attention to employee benefits in terms of human resource strategy and human resource policy, the importance of providing employee benefits and their legislation in the Czech Republic, also employee benefits in the system of rewarding employees and in the context of employee care. Based on the analysis of general project management procedures, a procedure for employee benefit system design has been created. Furthermore, attention is focused on the factors that affect the process of employee benefit system design, Czech and foreign research has been used. The bachelor's thesis includes a qualitative empirical research. By means of interviews with HR professionals of selected medium-sized companies in the Litoměřice district, there are identified procedures of employee benefit system design and factors that affect it.

Key words: employee benefits, rewarding employees, care of employees, human resource strategy, human resource policy, job satisfaction, employee retention