

The main focus of my thesis is the evolution of personnel work, development of management and corporate culture, current trends and difficulties in the human resources work, the future of human resources management and motivation of employees. The first place is occupied on purpose by the evolution of personnel work, since the thesis is primarily about the human resources management. The development of management gives the chapter a final touch and makes it possible for the reader to find a parallel between different directions in management in the context of a human resources work development. The human resources management as a development stage of the personnel work significantly touches the activities of every organisation; it forms an important part of them. In the environment of many organisations, however, its mission is largely underestimated; the personnel department is perceived as being only an administrative one; often the education and training is chaotic, if any. The attention dedicated to the recruitment of employees and line managers is insufficient. The personnel professionals are to a certain extent disadvantaged within their organisations; their activity is considered auxiliary serving especially for supporting the line management. There occurs a conflict of roles and competencies. In my opinion it is only a question of time when the top management realises the importance of personnel activities and assigns to personnel professionals a position in the organisation that they really deserve. This thesis presents own subjective opinions of the author stemming from her real work experience. In many of its aspects, the estimate of the future development in the human resources management is a reflection not based on relevant conclusions of experts. The chapter rather suggests a personal view of the whole issue.