

ABSTRACT

The diploma thesis is concerned with the topic of adaptation in organizations. The aim of the thesis is to analyse the view of technical and economic workers in automotive manufacturing organizations on the onboarding process. A partial aim of the thesis is to provide recommendations for the setting up of the process of adaptation of workers in the studied organization based on the identified views and preferences of the interviewed employees. The first part of the thesis initially summarizes theoretical foundations and defines adaptation in a general, broader context. Subsequently, it focuses on adaptation in corporate environment. It describes the importance of adaptation in the context of the labour market and further focuses on the phases, subjects, tools, and features of efficient, controlled adaptation in companies. To achieve the aim, a quantitative questionnaire survey was used in a selected manufacturing automotive organization. The results of the survey showed that the respondents attach high importance to successful adaptation and consider unsuccessful adaptation a reason for terminating their cooperation. A change of employment or position is viewed as a challenging life event by the respondents, therefore the organization should pay special attention to newcomers, which in the view of the respondents always means an employee coming from external environment, occasionally even an employee changing position or branch within the organization. According to the majority of employees, onboarding activities should commence after the acceptance of the job offer at the earliest and on the day of employment at the latest and should continue for a period of three months to one year, depending on the character of the position. The responsibility for the onboarding process is placed on the direct supervisor by the majority of respondents. Organised onboarding activities are appreciated by the interviewed workers in all three areas of adaptation, that is social, work and organizational. The view of the employees onboarding experience in the particular automotive manufacturing company under study was heterogeneous across the research sample and the assessment of the individual respondents varied widely.

KEYWORDS

Adaptation, onboarding process, automotive industry, technical and economic worker