

The social policy of an organization is not defined uniquely and its parts are not described exactly. Social policy is a summary of measures in the social sphere of an organization leading to the satisfaction of the staff's needs and to satisfaction at work in general.

In this thesis the procedure from general knowledge to purely specific knowledge is applied. First the basic concepts, principles of social policy, its objectives, subjects, functions, targets and tools, individual types of social policy of state and the social policy in the Czech Republic are defined. The next part is focused on the management of human resources, which is also realized through personnel activities. In the following chapter a list and brief description of basic personnel activities and their interconnection with social policy of an organization are described.

In the chapter focused on the social policy of an organization, its development, targets and forms are described. The functions of the social policy of an organization are defined according to the general conception of social policy functions, which are applied into the environment of an organization. The social policy sector of an organization also includes the chapter focused on the care of employees and division and description of various employee benefits.

In the final chapter two organizations are introduced-FN Motol Praha and ČSOB Praha. Their systems and types of offered employee benefits are described and compared.