

The aim of this bachelor thesis is to explain the Assessment Centre recruiting method, which has recently become very popular.

Comprehensive perspective over the candidates' skills, their in-depth analysis and the opportunity to compare candidates in real time and on the same place are advantages appreciated the most in practice. On the other hand, AC is more time demanding when it comes to preparation and coordination, and assessors' expertise and preparedness.

However, AC is not always the right choice. There are situations when application of this method would be useless luxury as to time and money.

Moreover, unprofessional AC could have a contradictory impact – not only does it not help to find a proper candidate, but it can damage the company's reputation and its image on the labour market.

The role of assessors and the importance of their thorough and due preparation are non-negligible when organizing AC. The assessor team composition and their due and professional motivation assure the maximum exploitation of AC.

It is also right choice, composition of tasks and their due timing that are vital for AC performance. Should a personnel specialist organise AC for the first time or should they lack experience, the right step would be choosing a duality professional firm that assists with the AC organization or organizes the AC completely itself.

A practical example described in the second half of the thesis shows the sequence and choice of tasks to select the best candidate according to the assignment.

The paper is concluded with a recommendation for all those interested in the area to try AC practically to broaden one's expertise, provide the experience of self-cognition and confrontation with other candidates.