

ABSTRACT

The diploma thesis deals with the issue of evaluation and remuneration of employees based on new methods and approaches. Appraisal is usually only related to "job evaluation", i.e. the evaluation and management of job performance itself. However, we rarely find a systematic evaluation of its process, conditions and results in the context of strategic management of the company and the model of remuneration and evaluation. Reward in the company should be supported by a reward philosophy based on a strategic reward model. This leads to ensuring fair, transparent and effective remuneration of employees, particularly in accordance with labour legislation and in relation to the economic performance of the organisation. The remuneration philosophy expresses the organisation's beliefs about how people should be rewarded in order to ensure that remuneration is implemented for the benefit of both the organisation and its members. In corporate practice, this leads to the need for a clearly established and defined system of rewarding employees in relation to the principles of objective evaluation. The output of the thesis will be a critical evaluation of selected models of evaluation and rewarding employees in the organization based on the principles of strategic management in relation to the analysis of work performance, productivity and competitiveness of the organization. This issue is related to the motivation of employees to effective performance and the achievement of strategic goals of the organization. The aim of this thesis is to investigate the relationship between employee appraisal and remuneration in a medium-sized enterprise. Furthermore, to present new methods and options for rewarding employees.

KEYWORDS

employee assessment, reward system, strategic management, needs of education, leadership, human resource management