

## **ABSTRACT**

The diploma thesis deals with the issue of human capital in the context of continuing professional education. It tries to anchor the topic in the managerial context and in mutual economic-educational relations. It is not only about the ability to effectively train and develop employees, but about the overall concept, a strategic approach that is beneficial for both the company and the employees. Human Resource Management is an interdisciplinary field in which changes are occurring and new trends are emerging that have major applications and implications for employees and managers in organizations. The issues can be theoretically anchored in the areas of human capital, managing people in the organization, continuing professional education of employees, and management by objectives. Having established the research objectives, the research problem was defined and can be expressed as follows: What is the approach of employer organizations to developing human capital through continuing education and employee development? Based on this, four research questions and two hypotheses were established. The aim of the research investigation was to analyse and describe selected corporate processes related to human capital development and management within organisations. Furthermore, to characterize the key methods of modern human resource management. The final aim of the research investigation was to identify trends in the development and management of human capital within organisations internationally, which was done by comparing them with strategic documents. In order to achieve these objectives, a quantitative questionnaire survey method of own design was used, followed by an analysis of strategic documents.