

## **ABSTRACT**

The thesis deals with the issue of performance management in relation to the evaluation and remuneration of employees. Performance management (performance management) is the process of ensuring that a set of work activities and outputs effectively meet the stated strategic objectives of an organisation. In this paper, the factors that influence work climate, employee motivation and performance were analyzed and identified. In the theoretical part, the background in the field of personnel activities, human capital, human resource management, professional competencies and work performance of selected groups of employees was elaborated. Emphasis was placed on defining models of employee evaluation and remuneration. Individual criteria are linked in company practice with analytical job evaluation and then compared with formal evaluation of employee performance over a certain period. On the basis of the theoretical foundations thus defined, the second part of the thesis was developed - empirical. This part describes the research carried out, which was designed as a mixed-method research, i.e. using qualitative and quantitative approaches. The research investigation was carried out in several stages. One of the phases was the analysis of foreign research studies focused on work performance and employee motivation. This was carried out at the beginning of 2021. Based on this analysis, we chose the methodological approach. Another research phase was the implementation of semi-structured interviews with managers of several organizations. These interviews were conducted in the second half of 2021. This was followed by a questionnaire survey of a selected group of workers.