

Abstract

The present master's thesis deals with the preferences of working university students in the field of employee benefits. The objective of the present study is to identify these preferences, particularly to define concrete kinds of employee benefits that university students are most interested in and to identify which way of providing them they prefer. The study has focused on the process of employee compensation. Subsequently the thesis has focused on defining employee benefits and their importance in the work environment. Furthermore, the focus has been laid on defining particular kinds of employee benefits and their contributions and limits and describing generations from the point of their preferences in the field of employee benefits. The emphasis was put on the generation Z, which includes most of the present university students. The next part of the thesis is focused on preferences of university students in the field of employee benefits. The objective of quantitative empirical research, which uses questionnaire surveys, is to identify preferences in the field of employee benefits of working university students in the last class of masters study in the field of humanities and social sciences in the Czech republic.