

## **ABSTRACT**

The diploma thesis deals with the issue of employee education in one primary and nursery school in the Czech Republic. This is a one-case study, which, using qualitative-quantitative research, aims to analyze the current concept of employee education of the given organization and also proposes changes to the existing concept so that it is in line with the requirements for the strategic concept of employee education. The diploma thesis includes a theoretical part with an explanation of relevant concepts from the field of andragogy and management, as well as a practical part, where the internal documents of the school are analyzed and the characteristics of the current concept of employee education are described. Furthermore, a questionnaire survey was also carried out using 3 questionnaires, the respondents were school employees and the school director. These questionnaires were designed to verify the functionality of the concept. Answers were obtained to the first research question, which reads: What is the characteristic of the current concept of employee education?, and which should help answer the second research question: What changes can be made to improve the quality of the current concept?

In the first part of the research, the characteristics of the educational concept of the employees of the given organization were described, including basic data about the organization and its history, the vision, mission, culture and policy of the organization were described, and last but not least, the method, procedures and phases of managing employee education. In the second part of the research, changes were proposed on the basis of the discovered insufficiency in the content part of the concept and also in the way of managing the education of employees, because not all processes - especially control activities - were fulfilled at 100%. The proposed changes could help to improve the quality of the education management system as well as the education of the employees of the given organization.