

Abstract

The aim of this Diploma thesis is to analyse the adaptation process of foreign staff in large international organizations in the Czech Republic and to identify factors which influence it. Attention is paid to international human resource management, its specifics, strategies and the topic of diversity management in international organizations. The process of adaptation is described with focus on foreign staff in international organizations with an orientation on work, social adaptation, adaptation to organizational culture and intercultural adaptation, as well as planning and phases of the adaptation process, problematic factors related to working abroad and the main actors in this process. It deals with the issue of intercultural training in international organizations together with the factors which influence it - the preparation of foreign staff to work in a multicultural environment, its methods and the area of intercultural competences that should be developed through the training. The aim of the quantitative research is to analyse the factors of intercultural adaptation which foreign administrative staff perceive as crucial and influencing their overall adaptation in a new country. The survey is carried out in the form of questionnaires which were sent to twenty large international organizations operating in the commercial sphere in the Czech Republic.

Key words:

adaptation, program of adaptation, acculturation, culture, international human resources management, international organizations, diversity management, administrative staff, intercultural training