

ABSTRACT

The aim of this thesis is to create a competency model for the jobs of new members of a student organization. The competency model is used to assemble a list of the types of educational activities that should be undertaken by the member in a half year frame after they start working on the new position in the organization.

This goal is reflected by the structure of this thesis. The theoretical part is divided into two chapters. In the first one, the reader is acquainted with the concepts of competence, employee education, competency model, and management through competencies. The knowledge of these terms and their meaning is crucial for the understanding of the domain of education management. The contents of the second chapter deal with the various methods of development and educational activities, the systematical education and its phases, and the creation of competency model in an organization. The knowledge that is presented in the theoretical part comes originally from the corporate environment. But there it was created to address the same problems that are also faced by educational organizations, and also by organizations in which the education of its members is one of their secondary goals.

The theoretical part is followed by the research part. The research methodology is described first. This section is followed by the description of the organization, focusing on its branch AIESEC ČZU Praha. Afterward, the competency model for each of the positions occupied by new members that was created for the organization is presented and the required levels of competencies are laid out. After the required levels of competencies for each area into which new members are accepted are identified, the educational activities are proposed. The activities are selected based on their ability to improve the members' competencies to the required level.

KEYWORDS

Competence, competency model, staff development, staff training, training methods