

Abstract

The aim of the thesis is to analyse the course and identify the characteristics of the personnel processes of recruitment, selection, and adaptation of employees to trainee programmes. First, the thesis focuses on talent management issues, specifically the definition of talent and talent management, talent identification, talent stabilization and development, and trainee programmes. Next, attention is given to the personnel processes of recruitment, selection, hiring and adaptation of employees and the training, development, and career management of employees. In the context of employee recruitment, the thesis also focuses on human resources marketing, particularly the objectives and importance of human resources marketing and employer branding. Subsequently, attention is given to the specifics of personnel processes of recruitment, selection, and adaptation of employees within the organization of trainee programmes. The thesis includes empirical research, the aim of which was to analyse trainee programmes in selected large companies with headquarters or branch in Prague in terms of recruitment, selection, and adaptation of employees. For the purpose of this thesis, large companies are understood as companies with 250 employees or more in the Czech Republic. Qualitative research was conducted in the form of semi-structured interviews. The informants of the empirical research were coordinators of trainee programmes of selected large organizations or employees of the approached companies in similar positions responsible for the preparation and implementation of trainee programmes.

Keywords

recruitment of employees, selection of employees, adaptation of employees, talent management, employee training, development programmes, trainee programmes, university graduates