

14. Summary; klíčová slova

Personnel management with a focus on personnel recruitment agency

The purpose of my thesis is to analyze the steps within recruitment process of the new employees by recruitment agency. My thesis is also focused on the personnel activities of the Human Resources department which are very close to the recruitment. The reason for my research is that I have been working as a Recruitment specialist for 5 years with an experiences on the both sides – Personal agency and Human Resources department.

The thesis is composed of 10 chapters and each of them dealing with different aspects of personnel activities. Chapter One is introductory to the personnel management area and chapter Two and Three describe the history and actual situation within this area. Chapter Four defines basic terminology which is used in the thesis and chapter Five focuses on human/personnel activities. In the chapter Six I tried to concentrate on the recruiting process and also describe the steps which are used. Chapter Seven examines relevant Czech and European legislation regarding to the personal agencies and Chapter Eight addresses the issue of agencies' activities. Chapter nine is a final of my thesis and it is focused on the recruitment process on the personal agency's site with every advantages and disadvantages within this area. Conclusions of the thesis is drawn in Chapter Ten and I suggest to maintain the cooperation with personal agency but also it is necessary to focus on consultant's preparation (relevant education, trainings etc.) to provide better services to their clients than is usual.

In the Czech Republic and abroad, the demand for skilled workers is higher than the amount of the labor market. The demand for specific knowledge and skills of employees, along with more jobs generally mean that recruiting and retaining employees is becoming more expensive and demanding than ever before.

Recruitment for almost all types of positions within the organizational structure of the company is now largely the domain of personal agency. It is mainly due to the fact that these companies employ specialist consultants to the market segment and a particular type of positions to which they accurately define the specific requirements for candidates and the consultant then covers all activities related to recruitment.

In the application of recruitment of personal agency, it is necessary to focus not only on its own recruitment, but also to individual problems that may occur during this operation. In this work also focuses on other areas of human activity that this issue is closely linked.

Klíčová slova

Agenda práce / Personal Agency

Personální činnosti / Personnel activities

Nábor zaměstnanců / Recruitment