

The central issue of this diploma thesis is the term „systematic education in an organization“ which is first dealt with on theoretical level in the first chapters of the thesis. Particular emphasis is laid on the explanation of the term and a closer approximation of its meaning. The thesis compares various sources of related literature and the views of individual authors. In the subsequent chapters, individual steps of the cycle of systematic education in an organization are described and related technical terms, particularly from the fields of psychology, andragogy and human resources management, are explained.

In its second half (from chapter 7 onwards), the thesis deals with the concrete realization of systematic education in Siemens Kolejová vozidla s.r.o. and uses the same conceptual framework as in the theoretical part of the thesis. This way, the reader becomes familiar with the practical realization of systematic education including its individual steps as they are practically implemented in a company. Based on a theoretical framework, an analysis of a system that operates in practice is designed. In the eleventh chapter, the previous chapters are used for identification of strengths and weaknesses of the education system in the organization mentioned above.