

Using controlling management we can evaluate the effectiveness of education and, at the same time, manage the whole process, because it provides quantified information and data, based on which managers and personnel managers can respond and amend possible deviations established.

This thesis outlines a proposal (methodology) for introducing operational personnel controlling in education and development of employees and the followup evaluation of the effectiveness of the process. Education and development of employees is linked with a number of other personnel activities (also processes), hence its evaluation cannot be separated. There is a very close relationship between Human Resource Development (HRD) and Human Resource Management (HRM), as well as the evaluation of employees as a component personnel activity. We have developed a procedure which introduces controlling management within education and development of employees by creating a modified methodology of employee assessment and the follow-up determination of controlling indices and appropriate scales.

To use personnel controlling III corporate practice with success interdisciplinary approach is necessary (andragogy, personnel management, sociology, psychology, statistics, etc.).