

The aim of the Bachelor thesis is to analyze the existing knowledge of remuneration system of employee benefits and remuneration management, with focus on the importance of non-monetary benefits in the scope of overall remuneration. The aim of practical part is to analyze system of employees benefits at two selected companies, to find out how the system is set up, if the system is effective (if there is demonstrable effect on competitiveness in the line of business, loyalty and satisfaction of employees), and how it is or was created. Moreover my aim is, on the basis of finding inadequacies, to propose possible solution for stated area. First part of thesis is drawn up as a summary of current theoretical findings in the area of remuneration (with accent on non-monetary remuneration); second part is focused on practical usage in concrete company environment.