

This diploma summarizes to readers the essential causes of origin of economic recession in these days (2007 – 2009), its form and run in the Czech Republic and its impacts in business area. The main part of my thesis deals with the impact of the economic recession (crisis) on human resources management and development of human capital. I pursue mainly the topic of change of personnel activities in companies, change of the role of human resources managers, associates and leading managers, which are the substantial part of HR management and development of the people. This work describes the topic of economic recession from the unique view of HR department or leading managers. Economic issues of the company present problems even for all activities within human resources management. The shortage of money restrains dramatically all possibilities of the firm in this area. In times of economic crisis the companies make decisions about layoffs, cutting of many personnel activities regarding employee's care and services, cutting of the benefits and about the change of rewarding system ect.. This situation is usually followed by strong emotions, stress, frustration and no-confidence. Many employers could have tried to experience their new role in position of a crisis manager, an initiator and a manager of changes.

The essay is a descriptive text which characterizes and documents the state of the Czech economic on the basis of macroeconomic data, measured during the recession, caused by the great international recession. The most important parts of this thesis work include information about restrictions and steps, which have been admitted by organisations within HR processes. For this purpose I analyzed and used the findings from Czech and foreign studies, which were elaborated by consulting companies that focus on HR management and management in general.