

## **ABSTRACT**

Fast and high quality implementation of adaptation process in an organisation is beneficial not only for the organisation, but also for its new employees. Managing such adaptation process is beneficial for the organisation mainly after the employee has achieved an adequate level in their work performance. From the employee's point of view fast and high-quality adaptation improves competency and accelerates learning processes. This thesis focuses on reviewing the existing process of adaptation of new employees in the Remand Prison Prague-Ruzyně by means of searching obstacles that can slow down or impede this process. The theoretical part deals with an introduction into human resources management and focuses on company learning and development, its methods and forms. It also defines the following terms: adaptation process, adaptation and orientation in the relation towards new employees in the organisation. The first part is concluded by a chapter describing specific environment of the Prison Service of the Czech Republic and mainly by the Remand Prison Prague-Ruzyně and the recruitment and education of new members. Second, empirical part, presents all research methods which have been used, objectives and research questions. Consequently the research results are shown and questions answered. Based on the study of documents and questionnaire research, obstacles in the adaptation process are revealed. At the end of the thesis they are analysed in the form of a recommendation for a review of the current adaptation process.

Key words: human resources management, education in an organisation, adaptation process, adaptation obstacles, education methods, prison, education of employees, Remand Prison Prague-Ruzyně.