

ABSTRACT

This diploma thesis summarises current approaches to age management, or human resources management taking in account the age and skills of employees in the Czech Republic. The theoretical part of this paper deals with the background of this concept, describes the present demographical development, its consequences in the labour field, and the problem of aging population which is visible in the need to adapt applied management strategies in organisations to this trend. There are mentioned several programmes, thoughts, and legislative measures on which the newest concepts and strategic plans in Europe and the Czech Republic are based. The empirical part of the thesis focuses on a specific level of organisations, and consists of two surveys. The first one is a comparative case study for which data were collected in two organisations which have recently implemented measures stemming from age management strategies. These measures are then specified and confronted with the statements of the employees who, in semi-structured interviews with the author, talked about the changes that were put into practice under the concept of age management, and about the discrimination of persons over 50 years of age on the labour market. The second survey was carried out by a questionnaire distributed online to personalists and personal managers of organisations working in the Czech Republic. Its outputs depict today's readiness of the organisations to accept age management.