ABSTRACT

Training and development of employees is one of the key personnel activities. This bachelor thesis deals with the subject of training and development of employees in the specific environment of information and communication technologies sector. This thesis determines three characteristics of this sector concerning its features and human resources structure, which are set in the context of corporate education. The purpose of the conducted case study is to examine the influence of three chosen characteristics on the form of training and development of employees in this sector. The most important conclusion is identified as the growing importance of soft skills of technology-oriented professionals. Another important outcome of the case study is the tendency of companies to focus on training and development of young talented employees. The emphasis is put especially on organization of pre-gradual education within the company and the career management of selected employees.

Key words:
ICT – information and communication technologies, corporate education, pre-gradual education, career management.