Abstract

This Master Thesis is concerned with the general approach towards systems of human resources management in organizations. In this approach it strives to comprehend not only its theoretical matter, but also to give a thorough description of its practical function. This Thesis copes on a tangible level with four selected HR activities, which are measured from the perspective of their usage in different organizations. Another level of the Thesis is a change of approach towards some HR activities which was caused by the arrival of economic crisis on the Czech market during the years 2008-2010. All levels are in this Thesis defined first from the theoretical point of view and consecutively confronted by the real practice gained from its own inquiry.

This thesis purveys therefore theoretical groundwork of personnel management, but also a current analysis of the whole situation in HR which was changed due to the economical crisis. It centrally offers statements of many HR employees, who are sharing their experience from the environment of their own organizations.