

Annotation

This thesis deals with graphology and its possible use in personnel management. Its aim is to handle this projective method from both theoretical and practical points of view – both to define graphology and explain related terms, and to consider the possible practical contribution of this method to HR.

In this thesis, the tasks of a graphologist are introduced, as well as the nature and way of his or her work with handwriting. Global impression signs, measuring signs and description signs are also mentioned as means of interpretation and graphological analysis. Attention is also paid to the formation of individual handwriting, which is greatly influenced by school handwriting models. In this connection, the thesis also handles the newly coined Comenia Script handwriting model. Another topic of interest are graphological expert opinions being closely connected with ethical principles of graphology. The final part is devoted to the practical use of graphology as a method of recruiting workers in personnel management.

This thesis is to provide a basic overview of graphology and principles of work with handwriting. Some knowledge in this field can be of use for personnel managers, recruitment consultants, educational consultants, psychologists, andragogists or all those interested in this discipline. The aim of the thesis is also to present graphology as one of the possible suitable methods for personnel management and to show this science in a better light than how it is often perceived today.