

THE SUMMARY:

This bachelor thesis deals with the survey and comparisons of the criteria often used by the founders of Primary Art Schools for the selection of headmasters in Plzen region. The aim of this bachelor thesis was to confirm or disclaim the research hypothesis whether the founders have predetermined criteria for the selection of headmasters. One of the partial aims was to find out if the questioned founders took a set of concrete legislative frame of required criteria for the selection of the headmasters into account. The second partial aim describes the founder's opinion of the issue considering the headmaster's requirements to obtain manager education before their office ingression in the region. The next part deals with the comparison of research results between the regional and municipal founders. The thesis is based on the theoretical part of the human resources management, the founder's authority and the headmaster's authority model. The empirical part displays the research outcomes, which are based on a questionnaire survey and additional interviews. Furthermore, it points out certain differences in the perception and solution of filling the posts of headmasters at Primary Art Schools. The research brought about an interesting findings in the field of the founder's views in terms of the management training of headmasters prior to their office function. This findings have exceptional demands on directors with positive shifts towards the improvements of school management. Finally, based on the survey results, there is a certain recommendation suggested. It could be utilized as an initial material the future adaptation of the rules for selecting the headmasters.

KEYWORDS

School, headmaster, founder, competency model headmaster, selection process, bankruptcy proceedings, selection criteria