

Abstract

The dissertation deals with the issue of guest workers in the home with special regime. The work consists of a theoretical and practical part.

The theoretical part deals with human resource management, as described in the literature. The essential question is to link a system of evaluation in the Organization, with the achievement of mission and objectives of the organization. The work focuses on the links between performance management and evaluation of staff. Further focuses on the evaluation criteria, the various forms and the methods of evaluation, and also on the assumptions and the skills of the evaluator, but also the assumptions of investigational agents, their ability to reflect on their work and the ability of self assessment.

In the practical part of the thesis I introduce the organization, in which it is carried out of the investigation. In the framework of this investigation is carried out the analysis of the system of evaluation in the organization, whose aim was to find out what is the current status of the system of evaluation of employees in the organization and identify options for further development and to propose possible changes that will lead to the development of both the workers and the entire organization. On the basis of these outputs is designed the new methodology to evaluate employees.

Keywords: evaluation, performance management, assessment methods, assessor's skills , self-evaluation.