

Abstract

The goal of my thesis is to compare the impact of two developmental methods (role playing and discussion about a video specially recorded for the developmental activity). In theoretical part I introduce employee development area from a psychological point of view and I describe psychological concepts in the background of concrete skills as leadership, self-management, communication and influencing. I strive for deeper understanding of ways we use to absorb these skills and understanding of possibilities to be used to enhance employees' development whether we mean the concrete developmental methods or training and development process management as a whole. This knowledge is applicable in training and development, which is an area, where my research is conducted. In empirical part I made two researches. In qualitative research I was identifying target group developmental needs to be able to set relevant developmental goals and chose developmental methods corresponding with actual needs of employees which is an important premise of influencing behaviour. In the main research part I conducted quasi-experiment where I compare the target group score before and after the developmental intervention. I compared statistically significant differences between scores in experimental groups and in control group. The quantitative investigation results suggested that the behaviour change in the role playing group was more in accordance with the training goals than the behaviour change in the discussion group. However further comparisons with the control group didn't prove that the difference was caused by an application of different methods. The contribution of my paper is a draft of the evaluation method that can be used to measure changes in participants' behaviour and to analyse their strength and weaknesses. The thesis sets research questions focused on deeper understanding of training and development behaviour changing factors for follow-up research.