

Abstract

Theoretical part of this thesis establishes a working definition of the term Personnel psychology, since the goal of this thesis is to identify the application of personnel psychology in the fields of employee selection and employment agency. It defines employee selection as a complex process and differentiates its various kinds, to examine the potential role of personnel psychology in it. At the same time, it defines the term employment agency, determines function, possibilities and limitations of Labour Office of the Czech Republic and defines „Bilanční diagnostika“ (comprehensive career guidance and counselling method) as a complex advisory system used in the Labour Office. It shares these findings to examine the potential role of personnel psychology in the process of an employment agency.

Empirical part maintains the character of a descriptive research. Its goal is to describe the involvement of personnel psychology in current practices of personnel agencies and HR segments of companies. It also examines the operations of employment agents from the Labour Office and involvement of personnel psychology in these activities. Finally, it relates to the expectations and the performance of „Bilanční diagnostika“ of the participant.

The final part assimilates an overall comparison of the process of employee selection with the providing of an employment. It compares the possibilities, methods, key skills of the accountable employees, and involvement of personnel psychology, taking its grounds from the theoretical part. It finds out that personnel psychology is not fully used in the employee selection process. In the process of an employment agency, the use of personnel psychology is limited heavily by the objective settings of activities. It's however, involved in the individual approach of some agents, but it's mainly on a level with "layman's" psychology.

Keywords: personnel psychology, employee selection, employment agency, Bilanční diagnostika, Labour Office