

Abstract

The bachelor thesis introduces a topic of career development in organizational context. The aim of this work was to present the concept of career development from organizational perspective and to outline the contrast between the traditional career and the contemporary career concepts with the new psychological contract taken into consideration. The contemporary view of career also changes the organizational approach towards the career planning and career management of its employees. The major part of the thesis presents the human resources management practices which are or might be used by organizations to support the career development and growth of its employees.

The empirical part of the thesis introduces a research design examining the effectivity of a developmental practice, the 360-degree feedback, regarding the job tenure of the workers in the organization.

Key words:

career, career development, career management, career planning