

Abstract

The thesis deals with recruitment and development of students and graduates in relation to the talent management concept. It focuses on interpretation of talent concept, development of talent management, its current approach and the importance of talent management to the organization. Attention is paid to methods of recruitment and development of students and graduates, emphasizing the specifics of this group of employees. A qualitative survey is part of this thesis. Two methods of measurement were applied in this research – studying documents (career portals of employers) and conducting interviews with representatives of HR departments of large businesses operating in Prague, focusing on whether and how employers work with students and graduates within their talent management systems, how they understand the concept of talent and which methods of recruitment and development of students and graduates they apply most frequently.

Keywords

talent management, , recruitment, employee training and development, , students, graduates, trainees