

The Bachelor's thesis focuses on age management of employees in mechanical engineering, which is nowadays a problematic area from the point of view of human resources. The thesis introduces topics related to age (age management, diversity management), but also the topics of succession and talent management. The thesis observes the specifics of mechanical engineering from the point of view of the general industry, and then more specifically, considering the status of graduates and seniors employed in the industry. The thesis contains a quantitative research of age structure management in the selected organizations which were the talks with the representatives of HR bodies and workers resulted in the identification of procedures that guide the decisions about age structure in small and medium-sized mechanical engineering oriented companies in the Benešov region.