

ABSTRACT

This diploma thesis investigates the human resource management in Junak. It focuses on the basic organisational units in Junak. The topic of the diploma thesis follows the personal areas from Strategy 2022, which contains visions that are supposed to be fulfilled by 2022. The aim of this study is to monitor the practice of human resource management in organisational units with good people management. The theoretical part involves explanations of human resource management fundamental terms and engages in relevant subjects which are related. The empirical part is divided into two areas. The first one introduces the Scout movement in general, the Scout organisation in Great Britain and the organisation Junak and its strategy. It describes the organisational structures and focuses on the department of human resource management and support for volunteers. The second area is the research itself. Sixty Scout units were chosen for the study. I addressed 18 leaders of units according to some qualitative indicators and special recommendations, 14 interviews took place. Interviews focused on the practical experience, inspiration, personal attitudes and opinions of the leaders or their deputies. The main outcome of the diploma is the human resource management recommendation for basic organisational units and some suggestions for the direction of Junak. It includes the summary of information from the research outputs, information from the theoretical part and the experience from the Great Britain.

Keywords: human resource management, personal management, volunteers, recruitment of volunteers, motivation, rewards, evaluation, training and development, Junak, leader, Scout organisational unit