

## **ABSTRACT**

Strategic human resource management is an approach that is closely related to the strategic organizational management, thus it is in accordance with the given objectives and goals of the organization leading to its permanent development and efficiency as a whole. The diploma work aims to find out whether the leisure time centres in the Czech Republic are in terms of human resources managed strategically. The theoretical part of the diploma work defines the terms concerning personnel activities and strategic organizational management in the context of specifications of an educational institution like a leisure time centre and/or similar one. The research deals with the interconnection between the personnel activity performance in an organization and an organizational strategy. Further on, it discloses aspects and features of the strategic human resource management in a leisure time centre and/or organizations of a similar type. It also focuses on possible agreement between the human resource management policies in the investigated organizations and the chosen human resource management models. The quantitative research method, i.e. a questionnaire, is used for the purpose of the research. Another research method applied is the structured interview, which serves to gain a larger scale of information leading into a greater depth of the issue. The last research method used is the analysis of internal documentation. Having evaluated the results it may be concluded that the organizations investigated are in terms of human resources managed strategically although they lack well-defined conceptions.

## **KEYWORDS**

Strategy, personnel work, the strategic human resource management, leisure time centre