

ABSTRACT

The identification and development of high potential employees is part of talent management, which is currently one of the priorities of strategic human resources management. According to relevant surveys, high potential employees account for less than five percent of the total number of employees. First, the thesis deals with talent management, its theoretical background and historical development. Subsequently, from the point of view of HR managers, it focuses on the issue of highly potential employees in order to find out which competencies are key to this group of employees. The partial objective is to clarify the extent to which selected companies in the Czech Republic agree or differ in terms of high potential employees. A qualitative survey is used to examine both objectives, consisting of a semi-structured interview with company managers and point scale. The aim of the thesis is to describe the set of key competencies of high potential employees and to distinguish them from the set of competencies of other employees.