

ABSTRACT

This diploma thesis deals with the education of employees in non-school organization. The thesis is divided into two parts, part of theoretical and practical part. The theoretical part focuses on how education should be set up in non-school organizations, how to identify educational needs and how to apply them to practice. More specifically, this theoretical part focuses primarily on corporate education in general, on resources and characteristics of company education, strategy, goals, methods and also the complete process from identification of educational needs, planning, implementation to evaluation of education itself. The practical part of this diploma thesis is focused on the selected organization XY, which is described throughout this work as the "Kernel a." Organization, as it wished to remain anonymous. In the Kernel a.s. an assessment has been made of how learning needs are identified, how the education is planned, implemented and subsequently evaluated. All this information has been evaluated on the basis of the Internal Education Directive and also on the basis of data obtained through the questionnaire survey method from the random staff of the company under investigation. The questionnaire survey was attended by 81 respondents. Finally, the thesis deals with evaluation and comparison of the differences between the theory and reality in the selected organization Core a. s .. The aim of this diploma thesis is to evaluate the current process of education and to subsequently propose measures for improvement of education in the examined organization.

KEYWORDS

Analysis, analysis of educational needs, skills, competencies, development, education, knowledge