

## **ABSTRACT**

The aim of the thesis is the analysis of the performance management of teachers in a school established in accordance with § 16 para. 9 of the Education Act.

The theoretical part of the thesis specifies the concept of human resource management and defines the individual personnel activities as a tool for human resource management. It highlights from personal activities the function of performance management and describes it using the literature. It specifies in detail the phases of the cycle of the performance management process. The theoretical part contains the description of the process of performance management of teaching staff, defines the identification of the specific conditions in a school established by § 16 para. 9 of the Education Act, which may have an impact on the monitored personal activities.

The analytical part of the thesis provides the results of research in primary schools established by § 16 para. 9 of the Education Act. The survey was conducted using explorative method in questionnaire and the type of the case study. The data collection in the case study was realized using individual semi-standardized interviews and the analysis of school documents and guidelines. It was found that for the determination of the performance management of teachers in a school established by § 16 para. 9 of the Education Act is useful a general description of the process defined in the theoretical part of the thesis that educational experience with many specifics, those formulated in the thesis conclusion is implemented.

The value of the thesis is mainly in the extension of the theoretical knowledge and practical benefits to school leaders established by § 16 para. 9 of the Education Act in the performance management of teachers.

## **KEYWORDS**

human resource management, work performance management, cycle of work performance management, the school established under part 16 paragraph 9 of the Czech Education Act, pupil with special educational needs, teaching staff