

Abstract

Digitalization is a topical issue that is dealt with intensity at present. The aim of the diploma thesis is to identify digital elements in a process of talent management in a company. The attention is focused on digitalization and agile management in companies including their influence on personnel activities modernisation, in which framework the conditions and specific process of talent management are considered, in particular identification, acquisition, development, retention and talent utilisation in a company. The thesis is based on foreign research in the field of talent management, digitalization and utilisation of new technologies in personnel management as well as on relevant surveys and concepts of talent management implemented by selected internal and foreign experts. Part of the thesis is an empirical research which is aimed at obtaining and analysing data about an implementation of digital elements in a process of talent identification in big companies from Prague and the Central Bohemia Region. The research is implemented by a method of electronically distributed questionnaires to selected HR specialists and managers in whose competency the field of talent management in these companies is. A supportive qualitative research with the HR managers, using a method of individual interview, follows.