

ABSTRACT

The diploma thesis deals with the adaptation process of new staff in the university hospital and in other two selected organizations. The aim of the diploma thesis is to evaluate the adaptation process within the university hospital and several other organizations based on an empirical research with the aim to propose changes to the process. The theoretical part deals with human resources management, legislative definitions related to the establishment of employment and a specific definition of the concept of adaptation, course and duration of adaptation, adaptation process, adaptation plan, work, social and cultural adaptation and employee education. The second chapter focuses on the corporate identity, the culture of the organization, including the vision, mission and code of ethics, with which the new employee must become acquainted and identify during the adaptation process. In the practical part, the specification of the university hospital and selected organizations is analyzed and evaluated the course of the adaptation process based on the results of a questionnaire survey and semi-structured interviews, which reflect the actual state and shortcomings of the adaptation process of new employees within the organization. The practical part seeks answers to three research questions: how does the adaptation process of new employees in the organization take place, how do employees evaluate the adaptation process in the organization and what recommendations and suggestions for improving and streamlining the adaptation process result from the research in the organization. At the end of the thesis, the results of the research survey are summarized and recommendations concerning the process of adaptation in three selected organizations are presented.

KEYWORDS

Human resource management, adaptation, adaptation proces, employee education, code of ethics