

Recruitment and onboarding process of employees and volunteers in non-profit organizations

Bc. Lucie Dalekorejová

Abstract

This diploma thesis is focusing on non-profit organizations and examines their recruitment and onboarding processes from the management perspective. The first part of the thesis is about civil society and non-profit sector, especially in the context of Czech environment. It explains the role of non-profit organizations in the labor market, human resources processes and, last but not least, the specifics of volunteerism. The second part is focusing on recruitment and onboarding process of employees and volunteers. The main goal is to identify how / whether methods of recruitment and onboarding of these two specific groups differ. For this purpose, in-depth interviews were conducted with pre-selected service non-profit organizations to understand similarities and differences of onboarding and recruitment process. The thesis maps and describes similarities and differences in the respective processes. The findings can be utilized by non-profit organizations when establishing and implementing new HR processes.

Key words

Non-profit organizations, workers, employees, volunteers, processes, recruitment, selection, onboarding, methods