

The first days are very important for each new person in the company. He or she decides if he/she wants to stay in this company after these few days. If the company has the system of adaptation for new employees it can help to reduce the risk of fluctuation. The most important people in this process are not the people from human resources as we can suppose but the future boss and new colleagues. The new employee has to really understand what are the values of the company and what is he/she responsible for. The process of adaptation can not be only set up. The employee has to be evaluate and motivate during this process to see how effective it is. We can not leave new employee without help. We have to discuss the process of adaptation and next steps with the employee.

I concentrate on the company Ahold Czech Republic, a.s. in my practical part of the essay. Ahold started to focus on adaptation process of employees in 2006. The company started with the pilot training for all new employees called „New Hires Training.“ Nevertheless the company focus more on the adaptation process for manageres. New special training was prepared for new manageres and they can learn about all process in the store and projects which have been running in the company so they can fulfill their position well in the future. The results of this process show that it is very important to use adaptation process in every company.