

The presented bachelor thesis titled "Assessment Centre" describes possibilities and application continuously extended method exerted in selection, evaluation and development of the employees. Its main commission is to approach Assessment Centre from the point of view of theoretical observations and recommendations.

The thesis is divided into six thematic chapters that deal both with preparation and especially evaluation connected with outputs. Section of the one of the chapters is enlistment of this sampling and development method into the whole complex of activities alleged in ordinary personal practice by many companies in the Czech Republic. Beyond the method itself the author adverts the process of acquisition and selection of the employees on the basis of other alleged methods and compares their concrete contribution and specificity. There is devoted special focus to the demands technically, organizationally and first personally to assure the actions held in order to select or evaluate every single participant.

In the fourth chapter there is described the producing process of the model situations and practices in the Winterthur CR, financial institution. Afterwards we used them in plenty in this company, sometimes in participation of external consultants but mostly through our own sources. Bachelor thesis contains the amounts of supplements that enable to consult into the particular competences, characterizations and accompanying appearances of the described method.

Further the thesis consider the possibilities of this method in the company's practice and points at its assets and also appropriate complications during their use. Comparison of observation introduced in expert literature and opinions at the "Assessment Centre" from the point of view of the author's practice fades into the much of the thesis.