

We set a goal for our thesis to map possibilities of application of modern human resources management methods under the Czech companies circumstances. We wanted to critically evaluate the reasons for different level of the final status. This thesis deals in it's first part with theory of modern human resource management. Using available Czech and foreign literature it analysis various areas of human resource management such as resource planning, recruitment of personnel, personnel development, work satisfaction and work behavior. The works devotes one of its chapters to very important area of a company culture along with employer – employee relationship. At the end of theoretical section is presented specification of human resources management results measurement. In the practical section of the thesis are detailedly elaborated two case studies of multinational companies documented by several appendices in original version as it is used by the respective companies. The results are furthermore verified at ten other multinational companies. With these companies a probe by a questionnaire specifically designed by the autor to suit the needs of this thesis was carried out.