

The bachelor thesis " Performance Management " deals with the training and the development of human resources, their motivation, assessment and other factors influencing performance management .

The first chapter lists the main aspects of performance management in relation to human resources.

The second and the third chapters are devoted to the training and motivation. They give a detailed description of the aspects of the factors which are nowadays the most important for the development of the organisation.

The fourth chapter refers to the HR assessment, still not so common, i.e. labour performance, labour behaviour and also the possible contingencies. It points out all the advantages and assets of systematic performance appraisal for the organisation. It also stresses and analyses the preparation stage as a necessary prerequisite for successful introduction of the assessment of employees. The chapter includes the selection of techniques, methods and criteria which can be applied to the assessment. The conclusion of this part describes the steps (procedures) necessary for successful implementation of this system.

In the fifth chapter the author pays her attention to the strategy of enumeration of employees as a very important aspect in the performance management. Here follows the description of the features of wage policy, systems of enumeration, wage forms. The main stress is put on their implementation in state institutions. The chapter ends by the enumeration of non-monetary forms of motivation.

The sixth chapter detailly analyses the dependence of organisational setting and character of management on organisational strategy in the relationship with the final product, as well as the latest trends in this field.