

The Master thesis deals with evaluation of staff, an inseparable part of the process of management of human resources. The thesis includes both theoretical and practical parts. The theoretical part provides explanation of the importance of human resources for the relevant organisation elaborates on modern conception of management of human resources and identifies the process of management of work performance, which is an important part of management of human resources. The thesis focuses in greater detail on evaluation proper of the staff. After defining the term, significance is described of evaluation of staff for the relevant organisation. Conditions for effective evaluation are also referred to. The thesis then deals with evaluation itself of the staff; i.e. with manners and frequencies of evaluation, topics of evaluation, methods and the course of the evaluation process. References to the basic legislative framework associated with this area are inseparable parts of the thesis. The last chapter of the theoretical part of the thesis deals with the process of implementation of the new system, when the general change management is elaborated on as well as the peculiars of launching the evaluation system. The practical part of the thesis starts with brief description of the hospital in the town of Most and its system of evaluation of staff. Next section deals with description of the research of documentation, of the qualitative and quantitative surveys of situation in the above hospital - with the objective to discover how the evaluation of staff takes place in real terms and what its positives and negatives are, as well as prospective windows of improvement opportunities. Methodology of semi-structured interviews was chosen for the qualitative survey. In total 25 nurses were interviewed. The quantitative survey took place in the form of questionnaire-based survey employing a sample of 195 nurses. On the basis of processing the data generated by the surveys a new draft form was developed as well as methodological guidance for evaluation of staff of the Most hospital. After reviews/observations submitted on the occasion of a nurse managers workshop, both documents were handed over to the hospital management and, afterwards, they were approved for use starting from December 2008.