

ABSTRACT

The diploma thesis deals with the issue of further professional education and development of managers in the field of construction. Based on the analysis of the specifics of managerial work in this sector, an educational (development) program reflecting foreign trends will be designed. The key professional competencies of managers with an emphasis on controlling in construction (costs, planning, reporting, financial management, strategy, risk management and change management) and resource management will be modeled. The task of managers is to identify such resources, incl. talented workers. Art is then able to use these precious resources, which are difficult to imitate and substitute, effectively. The resource-based approach emphasizes, like human capital theory, that investing in people increases an individual's value to the organization. This is related to the assumption that a company achieves lasting prosperity and competitive advantage when it has top specialists who cannot be easily acquired or replaced by competitors. High school graduates can also be counted among the potential sources. Working with them is currently necessary, as it is one of the options for recruiting new workers, which is in short supply on the labor market. The whole research design was built to reflect the two levels of the research problem. The first independent variable is defined as the approach of individual organizations to further vocational education in relation to competency models, the second independent variable is the already acquired individual managerial competencies of employees and the specifics of further vocational education in construction.