Report on **Bachelor Thesis**

Institute of Economic Studies, Faculty of Social Sciences, Charles University in Prague

Student:	**Margarita Glebova**
Advisor:	**Ing. Ivo Koubek**
Title of the thesis:	**Specific attributes of Human Resource Management in Non-profit organizations**

OVERALL ASSESSMENT *(provided in English):*

The author, Margarita Glebova, has presented a fine thesis where she tackles the main differences between human resource management in non-profit and for-profit corporations. She first gives definitions, analyses Human Resources Management policies in the non profit sector and then illustrates the main differences in the last chapter. Her main goal is to support the ideea that the Human Resources department in the non-profit organizations should be given more importance.

The student provided a good literature review and succeeded to gather good data (quality and volume) and make a fine analysis, worth mentioning is also that she managed to employ apropriate language according to her level of studies and to the topic in question. Nevertheless, I think that it would have been correct for her to use more sophisticated models of analysis (suitable for a IES graduate). The conclusions that were drawn were relevant and I believe she managed to highlight new points related to the subject.

In conclusion I would like to mention that the thesis is a good work, and I recommend grade 1 („výborně ").

SUMMARY OF POINTS AWARDED *(for details, see below):*

CATEGORY		POINTS
Literature	*(max. 20 points)*	19
Methods	*(max. 30 points)*	20
Contribution	*(max. 30 points)*	26
Manuscript Form	*(max. 20 points)*	18
TOTAL POINTS	*(max. 100 points)*	**83**
GRADE	**(1 – 2 – 3 – 4)**	**1**

NAME OF THE REFEREE: Doina Todica, Mgr.

DATE OF EVALUATION: *04.09.2011*

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Referee Signature

EXPLANATION OF CATEGORIES AND SCALE:

LITERATURE REVIEW: The thesis demonstrates author's full understanding and command of recent literature. The author quotes relevant literature in a proper way.

Strong	*Average*	*Weak*
20	*10*	*0*

METHODS: The tools used are relevant to the research question being investigated, and adequate to the author's level of studies. The thesis topic is comprehensively analyzed.

Strong	*Average*	*Weak*
30	*15*	*0*

CONTRIBUTION: The author presents original ideas on the topic demonstrating critical thinking and ability to draw conclusions based on the knowledge of relevant theory and empirics. There is a distinct value added of the thesis.

Strong	*Average*	*Weak*
30	*15*	*0*

MANUSCRIPT FORM: The thesis is well structured. The student uses appropriate language and style, including academic format for graphs and tables. The text effectively refers to graphs and tables and disposes with a complete bibliography.

Strong	*Average*	*Weak*
20	*10*	*0*

Overall grading:

TOTAL POINTS	GRADE		
81 – 100	1	= excellent	= výborně
61 – 80	2	= good	= velmi dobře
41 – 60	3	= satisfactory	= dobře
0 – 40	4	= fail	= nedoporučuji k obhajobě