

ABSTRACT:

This final diploma thesis examines the issues of the criteria used in the selection procedure to the Director of the school. The analysis ascertains whether the criteria used by founders in the selection procedure provide sufficient overview of the candidates. Whether the criteria are sufficient for the founder or they indicate the need for a set of criteria that would be optimal for selection to the post of Director of the school. The thesis is based on the theoretical background and knowledge dealing with human resources, personnel management, problems of employee selection criteria, competencies and competency models. It clarifies the selection procedure as a term and gives an insight into the selection procedure to fill a position of Director of the school from a legal point of view. The research of the thesis is qualitative, the main method, which is applied, is the structured interview and the second method is a technique of event sample observation. The founders of the Teplice region were the fundamental group for the research. A deliberate set of informants was selected from these founders.

The aim and simultaneously the result of the thesis are to compile a set of criteria that can be used to facilitate the preparation and the process of the selection procedure to the post of Director of the school for the founders and also for the applicants.

KEY WORDS :

selection procedure, Director of the school, criteria, founder