

Abstract

The theme of this thesis is the professionalization of NGOs, which can be defined as the transformation to a formal organization with professional management. The process of professionalization consist in job creations and/or the professional management. Jobs can be filled by professionals with volunteer experience or by professionals without volunteer experience. If NGO employs professionals with volunteer experience, the character of personnel professionalization is organic, otherwise is inorganic. The main objective of this thesis is to determine the difference in process, level and consequences of organic and inorganic professionalization of nonprofit organizations. The presumption is that the organic professionalization implies less negative impact on the nonprofit organization than inorganic professionalization. In the theoretical part terms like nonprofit sector, NGOs and professionalization are defined and the theoretical background related to the character of personnel professionalization is presented there. In the empirical part – based on the methodology – is the relationship between the character of personnel professionalization and the process, level and consequences of professionalization in two researched NGOs examined.