

ABSTRACT

This diplom thesis is describing the direction of the human resources in nonprofit organizations, which got during the years 2013 – 2015 the award of „Nonprofit organisation of the year“, organized by the civil society development foundation. This organisation itself belongs to stable nonprofit organisations in the Czech republic and its goal is the development of the czech nonprofit segment. The teoretical base is the interception of the fact, that the most valuable source of the organisations are its employees. The first part of this work is describing the general entrance in the civil segment, points at the basical construction of the sucessful nonprofit organisation and focuses at the specificity of the human resources direction in the nonprofit organisations, on the careof the employees and volunteers at all. In the practical part I am trying to answer the question how do the sucesfull nonprofit organisations care about theis employees and volunteers and what kind of quidance do they use. The main method used ist the analysis of the documents and a half structured interviews. In the conclusion I am presenting the output, descibing the embassy and visions of the nonprofit organisations, the process of the new employees choice and adaptation, the care about the employees and volunteers.

Keywords:

Nonprofit organisation, vision, embassy, sucessful nonprofit organisation, directiong of the human resources, employees care, volunteer, quidance of the human resources, direction style.