

## **ABSTRACT**

This diploma thesis deals with the process of learning, knowledge management and the concept of learning organization as strategic directions in the field of education, learning and development of employees. The theoretical part describes knowledge management as an essential part of the management of a successfully functioning and continuously developing organization, which is exposed to increasing pressure of competition, demanding clients and economic burden. In this case the setting of corporate culture towards the learning organization is equally important. Since the organization set up in this direction has created a suitable environment for the effective development of knowledge, skills and experience, not only in the classical form of lifelong learning, which is given in case of the general nurses by legislation, but above all the creation, development and transfer of knowledge between individuals and the team is emphasized. In the practical part, first the selected organization is analyzed including analysis of fulfilling the criteria of the learning organization followed by the qualitative research devoted in the first stage to mapping the system of education and development of the employees in the organization and in the second phase to finding the attitudes of the nurses within a particular department to development knowledge and skills. In addition to the interpretation of research results, the conclusion of the thesis contains also a proposal for an organization to improve the current situation in selected areas.

**Keywords: Knowledge management, knowledge, learning organization, knowledge development, general nurse.**