

## **ABSTRACT**

The theoretical and empirical work focuses on human resources management with the aim to capture and analyze for a selected sample of heads of public and private secondary schools information on specific human resource management in educational organizations, focusing on possible differences in approach to human resource management according to the legal form of these schools. In the theoretical part, attention is focused on the key concepts of human resources management focusing on educational organizations. The research part uses a theoretical-empirical method to answer the research three questions, which includes an analysis of the literature and a research consisting of semi-structured interviews with three selected principals of secondary public schools and three principals of secondary private schools, two management tests, ČŠI inspection reports and analysis of documents of these schools. The research findings are assessed mainly in terms of the legal form of the school, while the specifics of human resource management related to the aspect are identified.

## **KEYWORDS**

headmaster, employee, human resources management, human resources development, human capital