

Abstract

The aim of this paper is to analyse the current approaches, concepts and application of trainee programmes in large organisations operating in the financial sector. Attention is first paid to the concept of talent management in terms of its conception of talent and then in terms of its approaches and processes. Next, the paper focuses on trainee programs for students and graduates of universities. It also presents the characteristics of university graduates and the issue of their employment in the labour market in the Czech Republic. Subsequently, attention is paid to the specifics of organizations in the financial sector and the approach of these organizations to trainee programs is elaborated. The empirical research is carried out in the form of a case study. The aim of the research is to analyse the success of the implementation of a new concept of trainee programme for students and graduates in a large organisation operating in the financial sector in the Czech Republic. The indicators of successful implementation and positive benefits of the trainee programme concept are the number of successful graduates of the trainee programme who fulfilled the conditions for obtaining a certificate of completion, the number of graduates of the trainee programme who were additionally hired into a main job after the trainee programme and the satisfaction of graduates and line managers with the content of the trainee programme and its organisation.

Keywords:

trainee program, talent management, talent, graduates, labour market, organisations, financial sector, students