

ABSTRACT

The diploma thesis deals with managerial education in public administration. The aim is to identify the key competencies of managers in government entities (e.g. whether the public sector differs in this regard significantly from the generally-defined competencies of managers) and how these competencies can be further developed. The diploma thesis also analyses the effectiveness of a specific educational event, which was provided by an external educational agency under the name „Management Academy“ for a selected ministry.

The research presented in the practical part was carried out in the form of an intrinsic case study, focused on in-depth knowledge of a specific case (rather than testing hypotheses or creating general theories). The research methods included mainly a questionnaire survey, personal interviews in a semi-structured form and an analysis of the final report from the Management Academy.

The results indicate that key managerial competencies in public administration are comparable to those required in the private sector, and that with higher positions, the emphasis on specialised technical skills decreases in favour of managerial and decision-making competencies. At the same time, the organization is able to complement the natural acquisition of experience with targeted managerial education. In the case under review, the Management Academy was evaluated mostly positively and seems to lead to the intended development of managerial competencies. Given that it is practically and economically feasible and at the same time reasonably effective, it is possible to consider its unification and extension to other government entities.

KEYWORDS

manager, managerial competencies, managerial education, Management Academy, Act on Public Service, public administration