

ABSTRACT

The thesis deals with the analysis of the process of training and development of employees in a particular company and the subsequent creation of a training plan. The aim of the thesis is to analyze the current state of training processes and programs in the company under study, to identify key areas in which the company's employees need to be trained and to determine the approach to employee training. Another objective is to assess the needs and preferences of employees in the context of training and skills development. Based on the data obtained, a new training strategy will be proposed that is tailored to the specific needs of the company and employees and finally provide recommendations for the implementation of the proposed strategy. The theoretical part defines the basic concepts in the field of training and employees in small firms. It deals with the concept and meaning of small firms, human resources in the context of training, training strategies, specifically focusing on organizational strategies and their importance, levels of their approaches in training and on their integration. In addition, the study also looks at the approach in training, with employee satisfaction. The empirical part analyses and describes the methods and forms of employee training currently used in a particular firm. Based on the findings from the empirical data, recommendations are proposed for the design of a new training strategy adapted to the needs of the employees and the company.