

Abstract

The aim of the bachelor thesis is to elaborate the specifics of personnel management in startup organizations. In the thesis, attention is first paid to startup organizations, their life cycle and financing methods. Attention is then focused on general background in the field of personnel management, the issue of personnel management strategy and personnel management policy of the organization is elaborated and then the system of personnel management processes and selected methods of personnel work are elaborated. Furthermore, the thesis deals with the specifics of personnel management in startup organizations and small organizations, which together with the general background in the field of personnel management are the basis for the qualitative empirical investigation. The aim of the empirical investigation is to find out the form of personnel management processes and methods of personnel work used in IT startup organizations in the Czech Republic. The investigation was carried out in the form of semi-structured interviews with ten informants, who were employees from ten startup organizations, entrusted with the area of personnel management in the organization. The personnel management strategy and personnel management policy of the organization, thirteen sub-processes of personnel management and the form and methods of their implementation in startup organizations were monitored.

Key words: startup, small organization, personnel management, personnel management strategy, personnel management policy, personnel management processes, personnel management methods