

## **Abstract**

This thesis deals with the development of employees in three non-profit organizations providing social services. It describes the (ongoing) process of staff development in NGOs (strategies, methods and approaches use in the particular company, non-profit organizations), which factors affect the development the most and the main benefits of staff development. The thesis is designed as a case study. The aim of this work is not to uncover generally applicable findings, but to delve deeper into employee development environment as it is present in three individual organizations. It aims to describe phenomena related to employee development for practical use and hopes to state findings that may serve for next research. The purpose of the thesis is to compare theory of staff development in the for-profit sector on the basis of literature with experience in the non-profit sector, reveal problematic and positive factors of staff development in NGOs, compare employee development within individual organizations and propose some partial recommendations for improving employee development.

**Key words:** staff development, human resource management, strategies, methods and approaches to staff development, non-profit organizations