

ABSTRAKT diplomové práce

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Přesný název DP: Řízení lidských zdrojů v neziskové organizaci - specifika a dobrá praxe

Název DP v anglickém jazyce: Human resource management in non-profit organizations – the specifics and successful practises

Abstract

This work focuses on human resource management among non-governmental, non-profit organizations (NGO's). Attention is paid to the particular individual activities of the manager in this area and also to personnel strategy. The general aim of this work is to offer some practical information to the manager in this type of organization.

The theoretical section of this work contains the definition of human resource management and its importance. There is also a practical guideline how to prepare personnel strategy and how to execute all of the particular activities. Planning of human resources, recruitment and selection, training and adaptation, evaluation and rewards, education and development and discharge are covered.

The empirical section utilizes methods of combined research to evaluate the successful personnel activities of NGO management (in the research region). The author finds through the quantitative section of the research some „good managers” and observes how the respondents evaluate the realization of personnel activities in their organizations. The second qualitative section presents successful practices of five managers and the final evaluation summarizes the acquired data of the research and also contains a recommendation for the sound practise of human resource management in NGO's.