

My final thesis is focused on the issue of Assessment Centre method (AC), its validity, contribution and objectivity. The selection of competences studied by this method is discussed here as well. Strong and weak sides of the method are described by the SWOT analysis and possible opportunities and threats are pointed out in the work.

The structure and the implementation of the AC method as well as its opportunities and real use in practice are described in the theoretical part of the work. This part of the work is also focused on the particular methods used within the AC methods. The differences between the Assessment Centres and Development Centres are brought up here. The AC method is compared with the other procedures which are used for the selection and development of employees. Opportunities and limitations of the validity of the measurement are discussed in this part of the work.

The practical part of the work is devoted to the comparison of the AC method with other methods of selection and evaluation concerning the contribution and objectivity. The data analyzed in this comparison have been collected from the interviews with 27 personnel. Four files describing the AC method from the point of view of the weak and strong sides are based on the above mentioned interviews. The obtained files point out the opportunities and threats too.

The empirical part of the work attempts to find out the validity of six existing Assessment Centres working for XY company as well as to compare the obtained validity to the validity cited in written sources.

The personnel consider the AC method one of the most contributive and even the one of the most objective methods which enables to gain direct information about candidates and employees especially in the field of so called "soft skills". As the conclusion, the results of this work show the necessity of measurement and evaluation of validity of the existing Assessment Centres.