

Abstract:

The theses investigates the problematics of career plateau in a big organization. In theoretical part conceptions of career, its phases and types, possibilities for development, succes criteria, career plateuing, its types, causes and effects are described, also possible ways to handle the career plateau are discussed, on one side from individual point of view on the other side from organizational point of view. Empirical part consists of organisation's description and a research concerning the perception of individual career development and career plateauing among employees of the organization. The research includes qualitative and quantitative approach and focuses on organisational and structural plateauing. Possible practical solutions in the field of human ressources management are given.