

This dissertation is focused on analysis of personnel management in examined organisation, uncovering the problematic areas and then suggests a solutions for the deficit removing. The first part of the dissertation is theoretical and offers to the reader information and definitions about the human resources management. It describes the role of human resources management in the structure of the organisation, the function of personnel policy and personnel strategy. It offers a view at the specifics of the personnel management in the small organisations and non-profit organisations providing the services for seniors. An essential part of the dissertation makes the chapter focused on constituent personnel activities. The key part of the dissertation is the practical part. It is engaged in characterisation of the organisation, description of the research methods used for the analyses and brings the results following the research. The results of the dissertation are the suggestions of the concrete recommendations for the optimization of established deficits in the field of personnel management.