

ABSTRACT

RÁŽA, Filip. *The Concept of Employee Appraisal System in the Organization*. Prague, Faculty of Humanities, Charles University, 2014. 130 pp. Master Degree Thesis.

This thesis deals with the employee appraisal system in an organization providing social services. The topic is dealt with case study of specific organization with a focus on professional development.

Using literature initially creating the theoretical framework of the topic of employee evaluation. Using methods of qualitative research strategy analyze their own data acquired for setting up the evaluation system in the organization.

The outcome of this work is employee appraisal system in organization Civic Association Light Kadan. This system reflects the requirements of the organization's management and employees' needs and expectations from the employee appraisal system of the organization. The main aim of the proposed system is to support the professional development of employees and thus improve the quality of services provided by the organization.

Key words: Employee Appraisal System, Professional Development of Employees, Social Services