

CZECH UNIVERSITY OF LIFE SCIENCES PRAGUE

Faculty of Economics and Management

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Diploma thesis:

Human Resource Management in Company

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Summary of objectives

The main objective of this thesis is to create a comprehensive overview of the activities of the Human Resources Management function in the chosen organization, and to make an analysis of the HRM processes based on a comparison between the literature review and empirical research.

The second objective is to formulate a series of recommendations for improvements of the HRM function in the organization.

Methodology

The structure of the thesis is divided into several parts: theoretical background of the problem and practical implementation. First part is dealing with the creation of theoretical basis for further research and will focus on literature research of the Human Recourse Management function and activities.

After all, practical part contains the throughout analysis of HRM activities in the chosen company. In the beginning selected organization will be characterized in the way which required understanding of corporate culture, employee structure and structure of HRM department in the company. Information was obtained through *internal documents* and *structured interviews* with the representatives of the department of Human Resources Management of the company.

In this research *quantitative method* was implemented as well. *Questionnaires* for the employees were created on the basis of literature review and internal information about HRM activities in the company.

In the conclusion of the thesis results of research methods are going to be presented in the confrontation with the literature review. According to the set objectives, recommendations for the improvement of the HR processes in the company will be made.

Key findings

In the theoretical part of the thesis, basic theoretical statements were analysed, that helped later in further research. Based on the study of specific literature from recommended authors was obtained information concerning provision of new employees and their adaptation on the new workplace.

In the practical part of the thesis chosen company has been characterized for understanding employee and organizational structure, corporate culture. After that main activities of the Human Resource Management were described based on internal documents of the company and structural interviews of representatives of HR department.

Based on the analysis of processes and it's description and evaluation using qualitative and quantitative methods, were found places which need corrections.

Two main areas for which were submitted recommendations are induction training and evaluation of work performance during the adaptation period of the new employee.

First proposed recommendation is change in the process of creating a job description that is published on-line on the job portals, where company advertises open positions. In the case of improvement of the adverts on job portals, will be simplified primary selection of the candidates as the quantity of unsuitable candidates will be less.

Another recommendation is to add part-time employees to the standard processes which are applied for the full-time employees concerning selection process and initial training. Completing of the intelligent tests by part-time employees will make selection process more qualitative. Recommendation in the area of initial orientation is the inclusion of all part-time employees in to basic two-day induction training, which is crucial in terms of adaptation of newcomers.

Final recommendation responds to the findings concerning adaptation process, which is assignment of experienced consultant of the organization to every new employee and obtaining feedback during the adaptation process from the newcomers. If the new employee knows to whom he/she can address questions, information will come faster and will be relevant.

Adaptation process in the organization is not supported by sufficient feedback from the Team Leaders and Human Resources Consultants. It is recommended to organize mandatory meetings for consultations by both, Team Leader and Human Resources Consultant during adaptation period of new employees. For the new employees lack of information regarding their position and company as a whole is making adaptation period more difficult, which affects on their performance. The general conclusion is the fact that effective evaluation and feedback in relation to Human Resource Management in the company are necessary for the understanding of all aspects, which have influence on the performance of employees in the organization.

The ultimate goal of human resource management matches with the ultimate goal of the organization as a whole, which is to ensure stable progress and sustainable development of the organization in the long run. The objective of Human Resources Management is to ensure that company have necessary employees who will able to achieve great results in their performance.

Selected references

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