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Current Trends of Selected Aspects of Human Resource Management in the Czech Republic

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Abstract

Modern human resource management emphasizes the need to create work tasks and positions according to the capabilities and preferences of each worker while respecting people's individuality. The goal of this report is to determine whether organizations support selected aspects of human resource management and what means/tools they use to do so. An overall comparison of the data acquired presents current trends and points to company activities in the field of human resource management likely to be ineffective. Furthermore, the use of the newest trends in the field of technology on effective leadership for managers is discussed in the report, and a concept for further research directions is outlined. The report tries to highlight the fact that, in the current knowledge economy, an organization's workers are considered to be their main competitive advantage and most important asset.

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Keywords: management, human resource management, technology, employees, personell controlling, organization.

1. Introduction

Leading international companies are aware of the importance of their employees (Kejhova, 2014; Kalianna & Ajovu, 2015). Therefore, the basic prerequisite for a company's success in today's competitive environment is finding competitive advantage in their employees.

The company PwC conducted global research that interviewed 1344 general directors from 68 countries. The research results reflect trends influencing business conduct not only right now but also in the next five years; this is due to the growth of the global economy. Technological progress, demographic changes and advancement

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in the economic strength of individual countries are three main factors that influence business conduct. In particular, these are the digital economy, social media, mobile devices and so-called big data. Under the influence of demographic changes, the problem also arises of recruiting and ensuring future workers, namely a qualified work force. The influence of technological advances makes it easier – and, at the same time, harder – to find qualified workers. (Prikryl, 2014) Technology also infiltrates managerial leadership style and employee evaluation (Kazdova, 2014). Therefore, the report also deals with the research topic described below. Employee recruitment and mobility, managerial leadership style, evaluation, performance-based rewards and personnel controlling were chosen from among the primary aspects of human resource management.

Nomenclature

HRM	Human Resources Management
HR	Human Resources

2. Methodology and Experiment Results

The goal of this paper is to determine whether organizations support selected aspects of human resource management and what means/tools they use to do so. The intention of the research investigation is to map the current state and trends of the investigated problematic. Employee recruitment and mobility, managerial leadership style, evaluation, performance-based rewards and personnel controlling were selected from among the primary aspects of human resource management.

The paper's methodology uses the basis of guided interviews conducted from October to December of 2014. The basic sample for interviewing included all top and line managers, predominantly HR managers. Non-probability quota sampling was used for determining the respondent sample (Gavora, 2010; Surynek, Komarkova & Kasparova, 1999).

Companies were selected on the basis of predetermined criteria and determination by secondary analysis. The following criteria were established:

- legal entity
- number of employees greater than 50 – to increase the validity of the data in the research investigation
- all areas of the Czech Republic
- actively engaged in business.

Empirical generalization and interpretation of the determined results was conducted on the basis of the survey results.

Table 1. Hard Data.

Legal Type of Business Entity	Daughter Company	Organization Size	Organization Structure
General Partnership	4 % No	40 % 50 - 250	59 % Pure Line 27 %
Kommanditgesellschaft	0 % Yes, EU	27 % 251 - 500	6 % Staff 8 %
Private Limited Company	55 % Yes, non-EU	8 % 501 - 1000	12 % Line and staff 27 %
Joint-Stock Company	41 % Yes, Cz. Rep.	21 % 1001 - 5000	18 % Divisional 12 %
	World	4 % Vice	4 % Line – Functional 12 %
			Matrix 14 %

Table 1 depicts the so-called hard data that was acquired, which represents the numbers in percentages of the data listed by the respondents. The most common types of legal business entities for the respondent sample were

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