

JANA MARIE ŠAFRÁNKOVÁ

The College of Regional Development, Czech Republic

MARTIN ŠIKÝŘ

The College of Regional Development, Czech Republic

HUMAN RESOURCE MANAGEMENT IN CZECH PUBLIC ADMINISTRATION

Abstract:

Based on the authors' scientific cooperation and research results the goal of the paper is to analyse human resource management in public administration and public sector organisations in the Czech Republic and compare different approaches and practices in human resource management activities. There are differences between human resource procedure in public administration with civil servants, giving by the legislature, and other position of employees of public administration. In the paper we discuss the impact of the law on civil servants in the Czech Republic in terms of human resource management. The paper provides results of pilot surveys on the level of use of human resource management activities in public administration. The paper aims to answer the following question: What are the differences in HRM processes for civil servants and other employees in public administration? The results show some interesting tendencies mainly in approaches to the selection process, development and training of employees in public administration.

Keywords:

human resource management, public administration, public servant, Czech Republic

JEL Classification: J24, J45, L31