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PERSONNEL MANAGEMENT PROCEDURES IN CZECH PUBLIC ADMINISTRATION

Abstract:

Based on the authors' scientific cooperation and research results the goal of the paper is to analyse specific procedures in personnel management in public administration and public sector organisations in the Czech Republic and compare their specific approaches and practices in personnel management activities. There are differences between personnel management procedures 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 personnel management. The paper provides results of surveys on the level of use of personnel management activities in public administration. The paper aims to answer the following question: What are the differences in personnel processes for civil servants and other employees in public administration? The results show differences in the selection process and training of employees in public administration.

Keywords:

personnel management, public administration, public servant, Czech Republic

JEL Classification: J24, J45, L31