

[DOI: 10.20472/IAC.2018.035.037](https://doi.org/10.20472/IAC.2018.035.037)

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MANAGEMENT OF ORGANIZATION AND MANAGING PEOPLE - EXAMPLES OF BEST PRACTICE IN THE CZECH REPUBLIC.

Abstract:

Based on the authors' scientific cooperation and research results the goal of the paper is to analyse approaches of organizational management and compare some examples of best practice in managing people in the Czech Republic. Modern approaches to managing people and developing organizations defines the concept of management, characterizes the role, functions, competencies and motivation of managers and presents the current generation of managers and are based on management competency, motivation and flexible adaptability. Paper summarizes the results of the authors' research on management and organization in terms of managing and leading people in organizations and managing and developing of organizations. The paper provides results of authors' surveys on the problematic of management organization and managing people in SME Czech organizations in profit and non-profit sector. The paper aims to answer the following question: What are the similarities and differences in managing people processes in profit and non-profit organization? The results show some interesting tendencies mainly in approaches to the management, competence, development and training and evaluation processes.

Keywords:

management, organization, competence, people management, Czech Republic

JEL Classification: D23, M10, M12