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STRATEGIC HUMAN RESOURCE MANAGEMENT IN EDUCATIONAL INSTITUTIONS IN THE CZECH REPUBLIC

Abstract:

The paper deals with implementation of the concept of strategic human resource management in educational organisations in the Czech Republic. It summarises especially the possibilities and limitations for the application of a strategic approach to people management within organisations that provide formal as well as non-formal education as their core activity. It presents also results of a survey which dealt with the integration of personnel processes into management processes of educational organisations (vertical integration) and with a mutual integration of personnel processes (horizontal integration within the concept of a competency based management). The respondents were managers of schools and other educational organisations in the Czech Republic and the basic method were focus groups, complemented by interviews. The paper concludes with a set of recommendations for a successful implementation of strategic human resource management in educational organisations, with possible inspirations for other organisations.

Keywords:

strategic human resource management, personnel processes, people management, educational management

JEL Classification: D80, I29, M12