

## **Abstract**

This diploma thesis deals with managers' approach to human resources management in the non-profit, profitable and state sector. This is a topic that is currently the foundation for every well-functioning organization. It is highly relevant for all three types of sectors. The diploma thesis is divided into the conceptual and research part (including the methodological part). The conceptual part of the diploma thesis deals first with description of individual sectors and the relations between them. It also deals with the general concepts that are related to the given issue as a human resources management and its individual components. The research part uses qualitative research in human resources management in selected state institutions. The form of a semi-structured interview is about how managers approach human resources management in their organization.

**Key words:** human resources, employee adaptation, HR, personnel activity, manager, profit sector, non-profit sector, government sector.