

The first part of this graduation thesis deals with organizational theories and their evolution. Attention is paid especially to the elements which distinguish individual theories and different approaches of these theories to organization. The basic method of presenting the theories is chronological but other viewpoints of classifying are also outlined.

One of these sorting points of view is reflected in organization itself and it is possible to find it in disunited approaches to employees. This difference of approaches may be described successfully in recruitment process in which progress it is notably contrasted. Therefore the second part of this thesis deals with recruitment and selection process more closely.

It describes individual steps of this process from announcement of selection procedure to final choice of candidate who meets all recruitment criteria in the best manner. The steps of process are characterized with accent on difference resulting from particularity of positions with which recruitment process is connected. As an example, the Assessment centre method is mentioned, as it proves complexity with which is necessary to approach a more qualified positions.

Therefore this graduation thesis is aimed at organizational theories especially at different conceptions of their authors. However it finds the same differential elements inside organization in connection with individual and recruitment process. The aim is to demonstrate relationship between these two levels and describe it.