

Report on Doctoral Thesis of Mgr. Valeriya Kravtsova

Reviewer: doc. Milan Mikuláščík

The topic of the Doctoral thesis is very up-to-date nowadays, because it deals with issues concerning the search for ways to better use the creative potential of the workforce. What is lacking is a greater degree of precision in specifying the various aspects of talent. There are given factors of talent that can be described as genetic and congenital predisposition, work commitment, enthusiasm and perseverance and tenacity in achieving the desired objective. However, the study of this problem requires a more detailed analysis focusing on the creative aspects of personality. Especially in connection with the conditions for business activities.

The scope of the Doctoral thesis is slightly smaller in scale meets the requirements for a Master's thesis. The total number is a hundred of pages, with contents, references, list of works published and curriculum vitae...

It is obvious that this thesis has a form of qualitative research, some form of debate that can not easily interpret the exact results.

The theoretical part should be predisposed to a practical part and it should be apparent from the end of the theoretical part, which does not seem so convincing. In this work are not given structured questions that were used, only thematic areas. The analysis of interviews is well done.

The contribution of the Doctoral thesis for science from the final part of the work is not quite clear.

The author has only 6 publications, 3 from the conference and three papers in journal. The last one was issued in 2008.

Literary sources are current and their range is optimal. There is a small error in the literary sources No.56. Missing date of issue.

I recommend the Doctoral thesis for a defense.

Questions:

- 1) Why is not the appropriate direct management (command and control Method) for talented and creative workers?
- 2) Why have ´nt you had publications in the last 4 years?
- 3) You note that for the retention of talent in a company is the most important of these factors: the amount of wages 35%, organizational culture 21 %, reputation of a company 18% and management style. Do ´nt you think that it is important to stabilize of the talented employees interpersonal relationships, autonomy, access to resources and other factors?
- 4) Can you explain the difference between the concepts of creative and talented person?

Opponent: Assoc. Profesor., PhDr. Milan Mikuláščík, Ph.D.

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