

Master's Thesis Assessment Supervisor's Report

Student's name: *Berna Karataş*
year: *2020/2021*

MT Supervisor: *Mgr. Nibedita Saha, Ph.D., MBA*

Acad.

MT topic: *The Project of Development of Human Resource Management System for a Chosen Company*

In criterion 1, assess the thesis topic difficulty.

Assess criteria 2 - 6 as follows:

5 points – excellent – outstanding performance

4 points – very good – high-quality performance

3 points – good – fulfilled without reserve

2 points – satisfactory – with significant but not crucial insufficiencies

1 point – sufficient – meeting basic requirements only

0 points – unsatisfactory

ASSESSMENT CRITERIA	Points
1. Thesis Topic Difficulty:	5
a) the analysed issue is complex	yes
b) data acquisition is demanding	yes
c) data processing is demanding	yes
2. Meeting the Thesis Objectives:	5
a) the thesis objectives are clearly defined	yes
b) the methods of thesis processing are clearly defined	yes
c) the presented thesis objectives correspond to the thesis topic	yes
d) the applied methods and procedures are suitable to meet the thesis objectives	partly
3. Theoretical Background:	5
a) the theoretical background includes a critical literature review	yes
b) the theoretical background is based on appropriately selected domestic and foreign literature sources (considering the relevance, topicality and type of publications)	partly
c) literature sources are quoted properly	yes
4. Practical Application – Analysis:	4
a) the practical application contains theoretical knowledge	yes
b) the chosen methods were applied accurately	partly
c) the application of methods is described sufficiently	yes
d) the thesis contains an overall assessment of the status quo	yes

e) conclusions of analyses are well-founded	partly
5. Practical Application – Project:	4
a) the project part of the thesis extends the theoretical knowledge	yes
b) the project part of the thesis is a follow-up to the analysis results	yes
c) the thesis provides conclusions and possible applications of recommendations	partly
d) suggestions are supported by fully adequate arguments	partly
e) the thesis includes the impacts of the recommendations	yes
f) the thesis meets the set objectives	yes
6. Formal Layout:	5
a) the text is logically sequenced	yes
b) the thesis provides appropriate terminology	yes
c) literature sources are quoted in compliance with a required standard	yes
d) the language level meets the requirements of Master’s thesis	yes
e) the graphic layout meets the requirements of Master’s thesis	yes
TOTAL POINTS	28

Overall thesis assessment and questions for the defence:
(Both the Master’s thesis supervisor and reviewer present their questions.)

General Comment:

In my view, the topic of this Master Thesis " The Project of Development of Human Resource Management System for a Chosen Company" addresses practically an important issue about implementation of Human Resource Management System (HRMS) / Human Resource Information System (HRIS), i.e. (Artificial Intelligence and Gamification) to a Czech IT company in the cloud sector for improving their recruitment system and enhancing their organizational efficiency.

The author of this thesis particularly focuses to justify the human resource management system proposed as a solution to the problems faced. The study of this thesis is in the nature of a business case of human resource management system development. The study represents the existing human resource management system of the company, their recruitment system, the best possible way to solve their problems in order to meet the business need. As, during the hyper-competitive era, HRIS plays a crucial role in making business competitive and effective. Therefore, this thesis topic could be a very good example for the other cloud based companies, which will contribute and guide the way companies can implement HRMS.

The submitted thesis presents five important chapters. Such as: Designing and implementing HRMS, Recent trends of Human resources(through case studies), Current situation of human resources processes, Development of HRMS, Cost & Risk analysis, which describe HRMS, to outline the connection and the interrelationships between companies recruitment system. The analysis part appropriately chosen and formulated and the author has provided original results of the research investigations and examination of material from own data collections. Used data are current, information relevant and correctly applied. In this part author mainly highlighted the recruitment problem, but the author could consider other problems as well such as: training and or organizational development.

With the accuracy of the formulation and work with professional language, the author knows extensive terminology and is perfectly able to use it and the language level of the thesis is absolutely adequate, though there are some formal grammatical mistakes in the thesis.

Over all the thesis addresses interesting and relevant topics of human resource management systems and demonstrates the author's ability of critical thinking and scientific knowledge in this specific field.

Question:

How author's can think that HR Professionals use HRIS data to influence organizational development strategy?

It is my pleasure to recommend this phase of the study of Ms. Berna Karatas to submit this Master thesis and defend her Master's State Exam successfully in order to obtain the Master Degree award.

The contents of Master's thesis handed over are identical with the electronic version entered in the IS/STAG. Based on the results, it was found that the thesis is free of plagiarism.

The thesis meets the criteria for the defence of the MT¹.

In Zlín on: 11.6.2021

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Signature of Master's thesis supervisor

¹ *The thesis does not meet the criteria for the defence of the MT if at least one criterion is assessed by 0 points.*