

Master's thesis evaluation by the opponent

Title of the Master's thesis:

The Relevance of IT Supported Succession Planning in the Current Labor Market. Illustrated on the SuccessFactors Business Execution Suite in Cooperation with TTS GmbH.

Author of the Master's thesis:

Judith Kraller

Objectives of the Master's thesis:

The major research objective is to find out whether and in how far IT supported succession planning on the example of the SuccessFactors Business Execution Suite can mitigate existing labor market related risks and insufficiencies of conventional succession planning. The second research objective is to examine weaknesses of conventional succession planning.

EVALUATION OF THE MASTER'S THESIS	
Criteria (max. 10 points per category)	Points awarded
1. The objectives of the thesis are evident and accomplished	10
2. Demands on the acquisition of additional knowledge or skills	9
3. Adequacy and the way of the methods used	9
4. Depth and relevance of the analysis in relation to objectives	9
5. Making use of literature/other resources, citing	10
6. The thesis is a well-organised logical whole	10
7. Linguistic and terminological level	10
8. Formal layout and requirements, extent	9
9. Originality, i.e. it is produced by the student	8
10. Practical/theoretical relevance/applicability	9
Total score in points (max 100)	93
Final grading	Excellent (1)

Overall evaluation and questions to be answered in the course of the defense:

The author of the Master's Thesis states several research objectives in order to present a thorough picture of IT supported succession planning. The research objectives are transformed in four research questions, which also form the "backbone" for the logical structure of the thesis.

I appreciated the quality of the three theoretical chapters, which present the overview of the relevant topics (importance of succession planning, characteristics of today's labour market, options for finding successors). The empirical part is based mainly on desk research. In this part, the author demonstrates that the examined software can be a source of additional value for the succession planning and its quality. In the same time the author points out that the success of IT supported succession planning depends on various factors in addition to the quality of the solution itself. One of the final chapters deals with the recommendations on Implementing Succession Software. I believe that the objectives were successfully fulfilled and I recommend this Master Theses to the defense.

Questions for discussion: In your opinion, what are the limits of competency models? What impact might these limits have on succession planning in organizations?

Name of the Master's thesis opponent:

doc. PhDr. Ing. Eva Jarošová, PhD.

Occupation of the Master's thesis opponent:

University teacher

I honestly declare that I am not in any allied relationship with the author of this Master's thesis.