

## Master's Thesis Evaluation by the Opponent

### Title of the Master's Thesis:

Division Carve-Out: Change Management Case Study

### Author of the Master's Thesis:

Bc. Zuzana Zvarková

### Goals of the Master's Thesis:

The main objective of this thesis is to analyze change and its management in The Company that took place during its carve-out from The Corporation. The author aims to apply change management concepts and frameworks from the theoretical part to evaluate the company's change process, employees' resistance, and managers' leadership.

### Evaluation:

	Criteria	Description	Max. points	Points
Content 70%	Output Quality	Results are well presented, discussed - substantiated, relevant and original (i.e. novelty produced by the author). They are of high practical/theoretical relevance.	20	18
	Goals	The goals of the thesis are evident and accomplished.	10	10
	Methodology:	Methods are adequate and used correctly in relation to pre-set goals.	20	20
	Theory/ Conceptualization:	Demonstration of an in-depth understanding of the topic area (state-of-the-art) including key concepts, terminology, theories, definitions, etc. based on a literature survey. Literature review.	20	20
Formal requirements 15%	Structure:	The thesis is a consistent, well-organised logical whole.	3	2
	Terminology:	Linguistic and terminological level.	4	4
	Formalities:	Formal layout and requirements, extent, abstract.	4	4
	Citing:	Quality of citations and reflection of Ephorus results.	4	4
Delivery 15 %	Presentation document:	Is the presentation itself structured in a clear way? Is it appealing and easy to follow? Does it convey the message efficiently?	5	
	Presentation skills:	Are you conveying the message efficiently and timely? Do you use appropriate words, speed, tone of voice, gestures, movement etc. to express your thoughts in a clear manner?	5	

	Argumentation:	Are you able to readily and briskly react to questions or comments? Are you able to explain unclear parts and connect comments to relevant places in your presentation or parts of particular analyses? How well are you able to defend to your ideas and recommendations?	5	
			100	0

**Other comments:**

Theory is applied to the case very well. Output is relevant and presented in very detail (in some sections, it could be perceived as overwhelming). Conclusion provides for the company ideas and implications for further change.

**Questions or comments to be discussed during the thesis defence:**

Could you please discuss why proper change management practices lack in small and medium-sized enterprises particularly in this industry (as mentioned in page 4)?

Section with recommendations for upcoming change is specifically valuable. Which of the recommendations makes the most sense for us to implement and why? Could you please elaborate on that.

**The name of the Opponent:**

Ing. Tibor Baranec

**The employer of the Opponent:**

IS – Industry Solutions a.s.

**Date** 31. 5. 2019

**Signature of the Opponent:**

