

Bachelor's thesis evaluation by the opponent

Title of the Bachelor's thesis:

Preparation of labor market for the Industry 4.0 focusing on the Russian labor market

Author of the Bachelor's thesis:

Vasilisa Kurnikova

Objectives of the Bachelor's thesis:

The aim of this thesis is to analyze the current application of the industry 4.0 concept on the labor market and to analyze the specifics of the process on the example of a Russian multinational corporation, namely Gazprom.

EVALUATION OF THE BACHELOR'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	9
8. Formal layout and requirements, extent	10
9. Originality, i.e. it is produced by the student	9
10. Practical/theoretical relevance/applicability	8
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 selected topic is considered crucial for current and future students as the global business changes will force both HR to extend their focus beyond the traditional areas and employees to build new capabilities. In the theoretical part author gives an overview of the Labor Market characteristics, followed by the overview of Industry 4.0 and concludes the theoretical part with a description of the Labor Market 4.0 specifics. This part contains sufficient level of relevant detail and is built in a logical way.

In the practical part of the thesis author first introduces the overview of labor market in Russian Federation and gives comments on the negative tendencies (youth unemployment), however the potential of this information was not fully exploited in the discussion. In the discussion part author summarizes the key findings from the interview and adds additional information based on supporting analysis (e.g. social media). The recommendation based on both the theoretical and practical part of the thesis might be useful for HR Manager of the company.

The research questions were answered sufficiently.

The bachelor's thesis corresponds in its content and form to the requirements for this type of final thesis at the University of Economics in Prague. I recommend to defend the thesis.

Question: What changes would you recommend to the organization to take the advantage of the potential of unemployed youth? How would your proposal fit into the concept Labor Market 4.0?

Name of the Bachelor's thesis opponent:

Mgr. Daniela Černá

Occupation of the Bachelor's thesis opponent:

Department of Human Resource Management

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

May 22, 2020

Signature of the Bachelor's thesis opponent