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*Abstract*

**Supporting technological process in the foundry by providing  
appropriate competencies of key employees**

Foundry industry is an important part of the economy, on which the other branches of economy depend on. The quality of its products is determined by use newest technologies but most of all competencies of working staff.

In regard to a new trend in Human Resources Management considering employees' competences as the most important assets, thorough research has been conducted to create a standardized competence profile for key positions in foundry and show the impact of their competences on the quality of final product.

An array of research was done within the thesis, including observation of labour market, direct observation of key positions in foundries, structured interviews and analysis of registered defects in foundries. Results of the research have shown technologist and moulder as key positions in foundries producing castings using forming in moulding sands. The quality of the work on these positions transfers directly on to the quality of the final product and costs of production. Analysis of defects in foundries allowed to show the most frequent defects which were the consequence of their work and showed the most crucial competencies on the analysed positions relevant in terms of casting quality. As a result of the research standardized competency profiles were created. They are the core for individual competency profiles used in foundries and they are also the base for preparing dedicated programmes for on-job training.