

I. IDENTIFICATION DATA

Thesis title:	Diversity, Equity, and Inclusion (DEI) and its Effects on Company Culture
Author's name:	Pavel Wolf
Type of thesis :	bachelor
Faculty/Institute:	Masaryk Institute of Advanced Studies (MIAS)
Department:	Institute of economics
Thesis reviewer:	Doc. Ing. Irena Jindrichovska, CSc.
Reviewer's department:	Institute of economic studies

II. EVALUATION OF INDIVIDUAL CRITERIA

Assignment	challenging
<i>How demanding was the assigned project?</i>	
Diversity equity an inclusion is a new topic in social science and it is important for current society	

Fulfilment of assignment	fulfilled
<i>How well does the thesis fulfil the assigned task? Have the primary goals been achieved? Which assigned tasks have been incompletely covered, and which parts of the thesis are overextended? Justify your answer.</i>	
The goals were accomplished, and the topic was well covered.	

Methodology	outstanding
<i>Comment on the correctness of the approach and/or the solution methods.</i>	
Please insert your comments here.	
The student was using appropriate methodology based on analysis of company documents complemented with analysis of the results of questionnaire research performed in the company focusing on DEI.	

Technical level	B - very good.
<i>Is the thesis technically sound? How well did the student employ expertise in the field of his/her field of study? Does the student explain clearly what he/she has done?</i>	
Please insert your comments here. Technical level of the thesis is high. Students uses appropriate format with many illustrations from in-company documents and repots including e.g., sustainability reports annual reports.	

Formal and language level, scope of thesis	A - excellent.
<i>Are formalisms and notations used properly? Is the thesis organized in a logical way? Is the thesis sufficiently extensive? Is the thesis well-presented? Is the language clear and understandable? Is the English satisfactory?</i>	
Please insert your comments here. The language is correct and the thesis reds well. Structure of the thesis is well balanced and appropriate.	

Selection of sources, citation correctness	B - very good.
<i>Does the thesis make adequate reference to earlier work on the topic? Was the selection of sources adequate? Is the student's original work clearly distinguished from earlier work in the field? Do the bibliographic citations meet the standards?</i>	
Please insert your comments here.	
Used resources are well selected. The collection of resources was demanding even though we live in on-line words.	

Additional commentary and evaluation (optional)
<i>Comment on the overall quality of the thesis, its novelty and its impact on the field, its strengths and weaknesses, the utility of the solution that is presented, the theoretical/formal level, the student's skillfulness, etc.</i>
Please insert your comments here.

The student has written an interesting thesis on up-to-date topic for this globalized world where the company's culture is influenced by many outside and inside pressures.

III. OVERALL EVALUATION, QUESTIONS FOR THE PRESENTATION AND DEFENSE OF THE THESIS, SUGGESTED GRADE

Summarize your opinion on the thesis and explain your final grading. Pose questions that should be answered during the presentation and defense of the student's work.

The grade that I award for the thesis is **A - excellent**.

Please, tell us which were the major difficulties you had to overcome in your data collection. Were there any striking differences between the answers of managers in contrast to employees' answers in your questionnaire?

The topic Diversity, Equity, and Inclusion is interesting and challenging at the same time. As the world is changing, and consumers and users are becoming more CSR aware, do you think that similar standards and practices will prevail in more companies even at another regions? Please discuss.

In your opinion, does the activity embracing the DEI lead to the increase of creativity, efficiency, and profitability of the company as expected?

Date: **29.5.2023**

Signature: Irena Jindřichovská