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Human resource management (HR) is an important area of strategic management in the organization focusing on everything that affects people at work, specifically their recruitment, shaping, functioning, use, organizing and interconnecting their activities, results of work, work skills and work behaviour. One of the important features, which is a part of HR activities and those which are often insufficiently addressed by the management of organizations is an adaptation of employees. This article focuses on the importance of new employees’ adaptation as well as adaptation process and the role