ABSTRACT

This diploma thesis summarizes the theoretical knowledge about the healthcare organization and its management, it also presents history and theories of leadership, the specifics of leadership in the healthcare organization and describes the generations of employees. The main goal of the work focuses on leadership education and training, personal characteristics of leaders, and new tools that are used in leadership. The aim of the thesis is to find current trends in the management of people in healthcare organizations in the Czech Republic. The diploma thesis uses the method of the in-depth interview with the subsequent thematic analysis of acquired data. An in-depth interview was conducted with six respondents; managers of small and medium-sized healthcare organizations. The thematic analysis examines the education and leadership of healthcare organizations, deals with the styles and tools used in leadership in recent years, and also shows whether and what kind changes in leadership are anticipated by senior executives in future years when a new generation of workers is emerging. The results of the analysis show that the education of managers of healthcare organizations in the field of management is still inadequate. Leaders seek to bring the leadership to a democratic line, but they still use insufficient tools of modern management, which may also lead to problems in leading new generations in the future.

KEY WORDS

Leadership • management tools • healthcare management • healthcare organisation • human resources

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