

Nursing is an integral part of medical care in all the type of medical facilities for a long time.

Middle, lower and auxiliary personnel participate on this care. The number of this staff is much higher than number of physicians. On this account it is necessary take attention for nursing care organization which over the last twenty years has through a revival in our country and it is focused on quality of care.

This paper presents in theoretical part at first the history of nursing, changes in this field since Ancient Egypt to today's time. The second part presents problems of organization structure and manners of personnel management in any type of organization structural arrangement. Culture which is integral part of management is also presented in this part.

The main subject of theoretical part is the change and its development and following methods of management. Two methods of change loading are described – by model of Lewin and Donnelly and co-workers.

Practical part is written as a case study and presents diagnostics of nursing personnel management in Hospital Přerov since February 2006. That changes product recommendation followed by pivotal change of nursing management – from four levels functional driving to three level.