

Abstract:

The quality of work performance and cooperation within the team is determined by organizational culture and the values of organization and individuals. Having different values can often lead to conflicts and may also cause decrease in team effectiveness and demotivation. The target of the thesis is to identify the influence of individual values on the team cooperation. To define the types of value orientation of particular team members I shall use the theories of Shalom Schwarz and strengths inventory methods of Ellias H. Porter. A quantitative research realized on a target group of seventy managers of international companies is a part of this thesis. The research is targeting to verify the impact of individual value preferences on employee behavior within team work for the chosen sample of managers. To reach the empirical research a combination of methods of questionnaires and standardized interviews shall be used.

Key words: values, organizational behaviour, cooperation, Schwartz, Porter, portrait value survey, Motivational value system