

Abstract

The aim of the present thesis is to study the factors that affect social entrepreneurship from the perspective of the entrepreneur. The initial review provides definition of key terminology and a summary of the development of the concept of social economics, the relation between social entrepreneurship and social politics as well as that of social entrepreneurship and social work, and the specifics of company management in social enterprises. Ultimately, a review of the present state of social entrepreneurship in the Czech Republic is presented. The data for qualitative research was collected during interviews with 12 executives of various social enterprises based in 9 regions of the Czech Republic using the semi-structured interview method. Collected data was analyzed using inductive-deductive analysis. The research focuses on the requirements of providing employment for disadvantaged persons and the prerequisites and drawbacks of running a social enterprise.

The research has shown that the main drawbacks of social entrepreneurship include insufficient knowledge of the specifics pertaining to the target group of employees; profit-oriented motivation; insufficient business training; excessive demands on the performance of disadvantaged employees; insufficient skills and working habits on the part of the employees; frequent absences from work; emotional instability and personal issues interfering with work performance; lack of legal regulations regarding social entrepreneurship; public opinion and the attitude of public administration; discrimination; emotional exhaustion of management; and lack of relevant education programmes and supervisory support. Factors that exhibit a positive effect include cooperation with social services; frequent open communication with employees; availability of psychosocial support for disadvantaged employees; patient, accommodating, individualized approach; and sharing of knowledge among social entrepreneurs.

The chapters entitled "Discussion" and "Conclusions and Recommendations" include a set of measures to be implemented in order to prevent or mitigate the setbacks associated with social entrepreneurship, as well as implications for further research.