

ABSTRACT

The diploma thesis deals with the job satisfaction of pedagogical employees working in elementary and high schools in the Vysočina Region. The main goal of the thesis is to ascertain how are the pedagogical employees in the elementary and high schools of the Vysočina District overall satisfied with individual aspects of the selected outside factors of job satisfaction. The next goal of the thesis is to compare job satisfaction of pedagogical employees in the individual aspects of the selected outside factors. In the theoretical part, the thesis is focused on the theories of job satisfactions and the relationship between job satisfaction and work performance. Furthermore, the thesis deals with selected outside factors, which influence job satisfaction. The investigation is carried out in the selected elementary and high schools in the Vysočina Region. To obtain the necessary data, a non-standardized questionnaire of job satisfaction was created, which was then filled in by 149 teachers of both elementary and high schools in the Vysočina Region. The statistical compilation of the data showed, that the teachers of the selected elementary and high schools of the Vysočina Region are satisfied in their job. On the other hand, the research confirmed differences in the degree of satisfaction based of the school type. The teachers in high schools show lower total job satisfaction than teachers in elementary schools. The research further showed that the teachers are most satisfied with their workplace relations and least satisfied with the social appreciation of their profession. Further, it was confirmed that from all the six selected outside factors, teachers in both types of schools are least satisfied with the financial reward factor. The results of the research also revealed a significant correlation between total job satisfaction and satisfaction with job diversity and between work and workplace conditions and total satisfaction, where higher satisfaction with the given factor means higher satisfaction in total. Even though all factors and total satisfaction are statistically significantly dependent, the lowest correlation coefficient is not shown with the factor of Job prospects, but with the factor Type and character of the job.

KEY WORDS: job satisfaction, teaching staff, job performance, primary school, secondary school