

Bachelor's Thesis Judgement - Advisor

Name of student: Polina Petrenko

Thesis title: Motivation and care of foreigners in Czech ice hockey

Thesis goal: The main goal of this bachelor thesis is to determine the motivation and extent of care of athletes who have come to play ice hockey in the Czech Republic.

Overall thesis difficulty:

Below average Average Above average (Highlight)

Thesis evaluation criteria – evaluation scale:

Excellent - Very good - Good - Unsatisfactory (specify)

Thesis goal fulfillment	Good
Independence in processing the thesis	Very good
Logical construction of the thesis	Very good
Work with literature – citations, personal commentary	Very good
Adequacy of chosen methodology	Good
Depth of thematic analysis, personal interpretation by the student	Good
Thesis appearance: text, graphs, tables	Very good
Spelling, grammar, language style	Very good

Practical or theoretical usability of the thesis:

Below average Average Above average (Highlight)

Thesis evaluation:

This thesis covers an interesting and actual topic, motivation and care of immigrant players, in Czech ice hockey. As the author states, proper care of employees is essential if Czech ice hockey teams desire to continue recruiting quality foreign players. Interviewing such players and the managers which hire them is a suitable means of gaining data on this topic. Unfortunately, the low number of respondents and the brevity of the interviews conducted, provide a very narrow picture of reality. The author fails to discern, through her own data collection, or the literature review conducted, the underlying motive of Czech teams in recruiting foreign players. While the results are interesting to read, they cannot be generalized to represent the 15 teams composing the Czech ice hockey extraleague of the 66 foreign players employed by them in the 2020/21 season.

Comments:

a) Thesis goal fulfillment

The goal of the thesis could be more clearly written with care and motivation of migrants presented in separate sentences, but the meaning is clear. The limited number of respondents and brevity of the interviews makes it difficult to draw broad conclusions about the care of the foreigners in the Czech league. I do not expect that the motivation to migrate would differ much if the sample size had been bigger. I do not think the motivation of the managers in bringing in foreigners can be clearly ascertained as no questions were asked about why foreign players are chosen over Czech players.

b) Independence in processing the thesis

The author consulted with the advisor in the conception of the thesis and the writing up of the results. The author contacted teams and players independently, conducting the interviews based on a schema agreed upon with the advisor.

c) Logical construction of the thesis

The theoretical background section is constructed logically and properly establishes a foundation for the study. The section on employee care is appropriate, but lacks an adequate application to the Czech sport environment. The results section is structured clearly.

d) Work with literature – citations, personal commentary

The theoretical background section contains all of the necessary topics which are covered appropriately. Citations are done correctly. The author demonstrates a good understanding of globalization applied to the sport context. The concepts presented in the theoretical background section are illustrated with both historic and current examples, demonstrating the author's comprehension of these concepts.

The sources cited are quite limited in the overall context of literature available on sport migration motivation and care of migrants. The author gives her own commentary. The conclusions drawn unfortunately often reveal her lack depth in knowledge of this topic.

e) Adequacy of chosen methodology

The planned methodology of this thesis based on interviews with club managers and players is an appropriate way to examine the problem. Unfortunately, the response rate of requests for interviews was lower than hoped for. Part of this can be attributed to the COVID pandemic, but more effort should have been made to increase the number of respondents. The results garnered, while not numerous enough to be generalized, however provide a nice reflection of team motivations, athlete motivations and current care of foreign players. There is a nice mix of nationality (Swedish, French, Polish and Canadian) represented in the four players interviewed from both traditional hockey countries and countries where hockey is a secondary sport.

f) Depth of thematic analysis, personal interpretation by the student

The depth of analysis is rather shallow. Again, this would be better if the author had deeper knowledge of the previous research on the problem and if there were more respondents in the data set. The author does show understanding of the game of hockey, it's cultural significance in select countries, and the foreign composition of the NHL and KHL.

g) Thesis appearance: text, graphs, tables

Satisfactory, though some graphs (12 and 13 for example) do not add much value to the thesis. The data contained in them is clear from the text or represented in other figures.

h) Spelling, grammar, language style

The author should be praised for writing the thesis in English. There are certainly plenty of mistakes, and the language used is often too informal for academic writing, but the thesis is clear.

Questions for the thesis defense:

1. In the theoretical background section, you interpret globalization as largely positive, while still presenting several negative impacts of globalization. Based on this theoretical background do you interpret the migration of ice hockey players into the Czech extraleague positively or negatively? Please defend your response based on your data and the research you conducted.

2. In your results section you state that foreign players are usually cheaper than national players and „usually have much better skills“. Can you support the premise that the foreign players usually have better skills with data?

3. What is the primary motivation of the managers for bringing foreign players into the Czech league? Why does a country like Czech, with such a strong tradition in ice hockey, and high world rankings, employ foreign players instead of Czech players?

Proposed classification level: Good to very good based on the thesis defense.

I declare that I do not have a familial or other private relationship with the student.

In Prague on:

Signature

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