

Abstract

This bachelor thesis deals with the employment of people with hearing impairments from the perspective of their employers. The introductory chapters of the theoretical part contain an introduction to the issue of hearing impairment and the classification of hearing impairments according to the place of origin, time of origin and degree of disability. This part is devoted to communication and auditory-oral and visual-motor communication systems, it also describes the individual manifestations of people with hearing impairment and interpreting services. The conclusion of the theoretical part of the discussion of the employment of people with hearing impairments, the problems and the possibilities of solving the support of people with hearing impairments in the labor market.

The practical part deals with a qualitative research investigation on the employment of people with hearing impairments. Data collection was performed using semi-structured interview methods and the obtained data were subsequently analyzed by open coding. The research sample consisted of four pieces of information. The main goal of the research of this bachelor thesis was to analyze aspects of employment of people with hearing impairments from the perspective of their employers. It is about finding out the specifics and setting up mutual communication at the workplace, analysis of experience and the approach of employers to the employment of people with hearing impairments.

Proven research has shown that if employers and other employees are willing to adapt their communication in the workplace and their approach, the impact on hearing impairment is minimal. The performance of work is not affected by hearing impairment, but the personality of the individual and people with hearing impairments are full-fledged employees.