

Abstract

How to adapt the work environment to people of all ages because of the generally perceived differences in work values is a large topic in the fields of management, psychology and sociology. This bachelor thesis examines whether differences in work values do indeed occur between age groups, and if, what these differences are. In addition to the analysis of the relationship between age and work values itself, the author focuses on the concept of generation as an independent variable, but finds shortcomings when analyzing said variable. The topic is anchored in the context of corporate culture because of the tight correlation with work values. The theoretical part of the thesis, in which the author attempts to summarize the current knowledge in the field of this issue, is supported by secondary data analysis in the practical part, where the author analyzes work values of a borrowed dataset for the purpose of the bachelor thesis. In the bachelor thesis, the relationship between work values and age was established. The relationship with age was found for example for financial evaluation, career advancement, job interestingness, job security and the tendency to change jobs. The thesis also explored the view of managers as people intervening in the running of the corporate culture and how they perceive the values of their subordinates. There was a statistically significant difference between the values perceived by managers and the reality.

Keywords: Values, work values, age, organization culture, generation