

Abstract

Mental health is an important topic in the context of the work environment. Therefore, the thesis examines the impact of team autonomy, reflexivity, and participation on employees' mental health.

The theoretical part focuses on the topic of mental health, the JD-R model, burnout syndrome, engagement, and team factors with a focus on autonomy, reflexivity, and participation.

The empirical part aims to test whether team autonomy, reflexivity, and participation together with burnout syndrome score or work engagement are significant predictors of burnout syndrome and engagement measured one year apart. The data used to test the stated hypotheses were obtained within the framework of the international H-WORK project, which conducted a field-based longitudinal study. The project was initiated in response to growing mental health problems in the working population in Europe. This paper uses data from two companies that underwent restructuring during the project. Because of this, there was a large drop out. The data in the research part, which was subjected to linear regression analysis, was collected from 59 respondents. The results did not support the stated hypotheses. This result may be influenced by several factors, such as the high experimental mortality already mentioned.

Key words: mental health; burnout syndrome; engagement; JD-R model; team autonomy; team reflexivity; team participation