

The thesis summarizes current findings in the field of research of employee satisfaction and analyzes employee satisfaction by the example of the situation in the company 'X'.

The theoretical part discusses different conceptions of employee satisfaction and their characteristics. It introduces significant theoretical approaches to employee satisfaction (amongst others, one-factor and two-factor theories). Furthermore, it focuses on factors of employee satisfaction (e.g. age, gender, working position, job security, managerial style and others). It also analyzes how employee satisfaction or dissatisfaction influences fluctuation, absenteeism and performance on the job. The last chapter of the theoretical part describes the methods used to examine employee satisfaction and familiarizes the reader with several concrete questionnaires.

The main emphasis of this thesis is on the empirical part that presents fieldwork surveys of employee satisfaction under the specific conditions in the French setting. It employs a combination of quantitative and qualitative methods (author's questionnaire; semi-structured interviews) by which we assessed the general employee satisfaction in the company 'X' and concluded stabilizing and destabilizing factors. We also put each of the individual factors and phenomena of employee satisfaction in relation to the entire degree of employee satisfaction and determined the priorities of these factors of employee satisfaction according to the employees' own rating of importance. In the discussion of the empirical part, we also suggest different solutions on how to enhance the employees' satisfaction in the company 'X'.

Based on this methodologically combined approach, we arrived at the conclusion that employee satisfaction significantly predominates over dissatisfaction in the company 'X'.