

In theoretical part of dissertation author describes the constitution of the system called TOGA as a unifying concept which enables assessment of work style of managers based on systemisation of their activities into three categories. It differentiates the following categories of activities: diagnostically oriented activities, algorithmically oriented activities and creatively oriented activities. Based on these universal and understandable categories it assesses the preference of particularly oriented activities. In system of TOGA the term work style of manager is described as an individually characteristic level how manager prefers activities with diagnostic, algorithmic, creative orientation. Higher risk is assigned to the profile of work style of manager who dislikes or neglects or refuses certainly oriented activities. Typical mistakes but also recommendations are described for individual managers as well as measures to be implemented by their superiors.

In research part of dissertation author introduces results of standardisation study of questionnaire which assesses attitude/preference to diagnostically, algorithmically and creatively oriented activities. Reliability, validity, item analysis and norms are demonstrated in the study.