

This bachelor work pays attention to the phenomena of motivation and job satisfaction. Approach to this problem involves both the psychological aspect and the aspect associated with managing people in an organization. The theoretical background consists of general knowledge about human motivation, work motivation, how to influence the motivation of people in the work process. Work also deals with job satisfaction and its determinants. Deals with the relationship of motivation and satisfaction of the manifestations of work behavior, especially the stability and work performance of employees. The work presents an overview of techniques for job satisfaction and is the employee satisfaction survey, which was implemented in 2009 by reference organization on which realization I had participated as trainee. of personnel department.

The aim of work is to present the staff satisfaction survey as a tool which help organizations to get information about the current level of satisfaction of their employees. This information is crucial in influencing motivation of workers, job behavior, creation or modification of the incentive program in the organization, in defining HR strategy and planning system steps for the next period. Satisfaction surveys help identify the causes of staff turnover, shortcomings in the quality of entering work and performance, testify about the motivation of workers and as an indirect instrument they may influence their motivation also.