

ABSTRACT

This diploma thesis deals with a change in the non-medical professions education at The Faculty Hospital Na Bulovce (the FHB).

The theoretical part of the diploma thesis contains a theory to the change management, the human resources management, the themes of development and life-long education of non-medical professions according to the Act No. 96/2004 Coll., on Non-medical Health Professions.

The practical part of the diploma thesis is focused on a change in the organization related with the process of accreditations obtaining in order to provide the practical part of the specialized education programs “Operational Care” and “Nursing Care in Anesthesiology, Resuscitation and Intensive Care“ and their following realization. In this part of my diploma thesis, I used a quantitative (the telephone interview and the questionnaire examination form) research. I implemented the questionnaire examination in three groups of respondents: medium management (the FHB head nurses); nurses-instructresses from the accredited specialized education programs in the FHB and the participants of the specialized education programs “Operational Care” and “Nursing Care in Anesthesiology, Resuscitation and Intensive Care”. I completed the nurses-instructresses and participants of specialized education programs groups concerning their other notices.

After the research implementation, I arrived at the following results: according to the notices of all three groups, the specialized education programs implementation have been a positively evaluated contribution for the FHB. The participants have been reflecting a satisfaction mainly with the possibility to pass the practical part in their own hospital. The financial economic analysis supports that the FHB is able to retrain approximately 91 professions with the specialized competency till the year 2015. The total amount of costs savings is 582 400 Czech crowns.

The following part of my diploma thesis has been devoted to the FHB top management as a recommendation in education of non-medical professions area resulting of executed research. Further, I worked up a process suggestion of accreditation proceeding simplification, dedicated to the Ministry of Health of the Czech Republic, Department of Education and Science.

KEY WORDS

Non-medical professions; life-long education; specialized education programs; Operational Care; Nursing Care in Anesthesiology, Resuscitation and Intensive Care; accreditation; nurses-instructresses.