

Résumé:

Incentives of pedagogic employee in elementary art schools depending on management of schools

This bachelor work examines the issues of incentives of pedagogic employee in elementary art schools.

This paper aims at analysing of the situation in the field of motivating of pedagogic employee in selected schools, checking whether there are some new natural relations in the field of motivating of pedagogic employee related to satisfaction of Maslow needs, which could be used for motivating of pedagogic employee in practice.

The research part specifies two research issues. The first research issue discusses whether the pedagogic employees are motivated in conformity with the factors they regard as really motivating. The second research issue stems from assumption mentioned in bibliography and generally speaking it serves to verification of the first issue. It addresses whether the motivating factors, which stimulate satisfaction of the needs of one of five levels of Maslow pyramid, are most important for each pedagogic employee or whether the motivating factors, which stimulate satisfaction of needs related to more levels of Maslow pyramid, are the most important for each pedagogic employee.

The explorative method of data collection (via a questionnaire) with subsequent analysis of gathered data revealed that the pedagogic employees from the research sample are not motivated in full concord with the factors they consider motivating. For some factors, the employees are motivated in full concord whereas for other no full concord is found. As regards the second research issue, the examination revealed that vast majority of pedagogic employees from the research sample regards as more important those motivating factors that stimulate more Maslow needs.