

SUMMARY

This thesis deals with non-financial incentives for employees in health and social organizations. For this purpose, in this paper mentioned the issue of non-financial incentives for employees and its significance. Aim of this thesis is to analyze the role of tools focused on non-financial motivation of employees in social and health organizations and their occurrence in Jedlicka institute. This thesis is divided into two parts – theoretical and practical. In the theoretical part there is summarized characteristics of health and social organizations and specifics of its financing. It also discusses the issue of human resources in organizations, management and evaluation and its relationship to quality management. Moreover this thesis deals with motivation to work and presents important theories of motivation. The last chapter in the theoretical part is a key chapter of this thesis is dedicated to issues of character of financial and non-financial motivation, employees motivation, incentive rules and tools of motivation. The practical part consists of two types of research – an interview with managers and questionnaires among employees. Practical part of this thesis compares identical and different perception of area of motivation and motivating tools between employees and management. This part includes methodical roots and the description of the implementation of the research, including the presentation of obtained results, summary, discussion, conclusion and recommendations. Data for research were collected in Jedlicka institute from January 2012 to April 2012. This paper aims to provide a comprehensive look at the issue of non-financial incentives for employees in social and health organizations.