

TITLE:

Comparison of the terms of management and leadership

AUTHOR:

Jitka Vlková

DEPARTMENT:

Education Management Center

SUPERVISOR:

Mgr. Irena Lhotková, Ph.D.

ABSTRACT:

The final study deals with the issue of management – in terms of managing an organization, and with the issue of leadership – leading people. The theoretical part will clarify both particular terms: management and leadership in the first place. This part is based mainly on literature.

This issue follows from a current problem, which is the fact that directors understand the role of leading people less important than the role of managing organization, or they marginalize this role for lack of time and pay more attention to economic and administrative work. Then, there is a problem to lead a nursery school.

Work with people is often disregarded and underestimated in schooling; most of schools is managed too much, and, on the other hand, there is a lack of leadership.

This thesis follows results of Věra Fantová's research study from 2004. This research study confirmed that manager activities predominate over pedagogical activities. The study proved that directors are often burdened by frequently changed legislation, they have lack of time for pedagogical leading of school, and united school directors worry about leading people. We all know that time and environment are changing fast and constantly. This requires new approaches, and it depends on the head worker – what is he/she like, a manager or a leader.

Main part of this research is related to nursery school head workers in Ústecký and Karlovarský region of the Czech Republic. The research clarifies the terminology of management and leadership first. Then, it surveys their activities in relation to managing and leading an organization. Another part of the research explores transformation from manager to leader – in which phase are the current head workers situated, which managing and leading style in their school do they prefer or which one do they exercise most.

Supposed output and contribution of this thesis to school management is development of scientific knowledge.

KEYWORDS:

management, leadership, management conceptions, personal management, management style, leadership style.