

## ABSTRACT

Bachelor thesis deals with job satisfaction. It is often given to a context with the attitude to work which is very much connected to job satisfaction. Thesis summarises all the pieces of information about job satisfaction, factors that affect it negatively and positively, interconnection of work satisfaction and work motivation, work behaviour and performance of workers, relationship of a man and work and at last general job satisfaction and its individual aspects.

In the thesis I shortly pay attention to life satisfaction. It is closely linked with job satisfaction and these two influence each other. The main part is dedicated to job satisfaction. It is mainly history of the concept of job satisfaction, interconnection of job satisfaction and attitude to work, multidimensional concept of job satisfaction, methods of probe job satisfaction, analysis of factors affecting job satisfaction. The intention of thesis is to specify the factors that have a profound impact on job satisfaction and which influence it positively and negatively. Job satisfaction is closely linked to motivation. This part of thesis is therefore devoted to various theories of motivation. They are usually categorized as theories of needs and theories focused on a process. The amount of job satisfaction influences behaviour at work, especially absenteeism, fluctuation and stabilization of workers in an organization. It also influences their work performance. The way a man evaluates their job – high or rather low – also influences job satisfaction and performance. The end of thesis is devoted to elaboration of the research “the Quality of Working Life”, where is depicted how the citizens of the Czech Republic are satisfied with their jobs and how much they are or are not satisfied with individual aspects of work.

*Key words:* life satisfaction, job satisfaction, job satisfaction factors, motivation, work behaviour, performance