

Abstract

This thesis deal with s periodical evaluation paramedical staff problem s. Find manager and paramedical staff stand and make a suggestion meaningful changes of system evaluation is object of this thesis. Thesis is divided in two sections. Theoretical section devote to problems of human resources in context with management quality and introduction change in organization. Last chapter is concentrate on organizational culture, what has significant influence to implementation changes.

In second, practical part, thesis describes research in health organization. Qualitative and quantitative research was preceded. Interview with managers was held in qualitative research. In quantitative research was used questionnaire for paramedical staff, what contained questions about evaluation and questions about organizational culture research from six work life area views (AWLS). Questions regarding confidence were added to questionnaire. Research proceeded in health organization (hospital) from April to August 2012th. It referred to periodical evaluation inconsistency and does not take place trough the organization. This discovery is beneficial for evaluation system implementation. Establishing evaluation form and directive for performing this evaluation is practical output.

Keywords: periodical evaluation, human resource, quality, change, organizational culture, AWLS