

Abstract

This thesis focuses on the topic of motivating workers, particularly on two groups of workers – workers in the life period of young adulthood and workers in the period of late middle adulthood. In the introduction the reason for choosing this topic is explained, there are also defined the key words of this problematic and the classic motivation theories; the overview of the motivation theories focused on work environment follow afterwards. Also the findings of developmental psychology, concentrating on the life period of young and late middle adulthood and its differences are presented. Not only the classic literature was the source for this thesis; also many researches that were carried out in recent years and that are focusing on finding out the main difference of motivation of these different groups of workers were the base for this thesis. In the last part of this work I analyse my own findings that are based on the interviews I made with young and older workers and I compare these findings with the findings presented in the international researches. Finally, I state that even though there are some differences in factors that motivate young and older workers and it is necessary to take these differences into account, in the elemental aspects the factors that motivate workers are the same for both of the groups and the classic motivation theories may be applied.