

Balance between career and the family life from the point of view of an employer in the public sector: A case study of one public sector organisation

Abstract

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The diploma thesis is focused on the topic of the attitude of the employers to the parenthood of the employees. Different scientific researches prove that in the Czech Republic, there is a strong opinion that the best strategy for the development of a little child is an all-day mother's care at home till reaching the age of three years. Other researches show that there exists a discrepancy in the declared interest in using different forms of work-family balance tools and the real situation in this field. The aim of this diploma thesis is to understand and to explain the attitude of an employer to the parenthood of the employees and to the different situations that the parenthood of the employees can bring. In the first two opening chapters of the diploma thesis, there is an introduction to the topic and its context, the definition of the research problem and the research inquiries. The following part consists of the theoretical concepts linked up with the chosen topic or concepts influencing this field. In the next part, there is the qualitative case study of the chosen employer subject including the sampling methods, the methods of collecting data and also the methods of the data analysis. The conclusion of the diploma thesis include the obtained findings of the qualitative study, answers to the research inquiries and the possibilities of the further exploration of this topic.