Abstract:

Bachelor thesis summarizes knowledge from the psychology of work and organization field, in particular from the field of job satisfaction.

The theoretical part covers different approaches to job satisfaction and its characteristics. In introduction apart from basic terminology important theoretical approaches to work satisfaction (e.g. single-factor and double-factor theories) are presented. Further the main focus is on factors related to job satisfaction such as age, seniority, gender, education and salary. Also the effect of job satisfaction on phenomena such as work motivation, work performance, fluctuation and absenteeism is mentioned. The final chapter of theoretical part of the work is focused on the methods of job satisfaction evaluation in the Czech Republic as well as in the world.

The theoretical part of the work is followed by empirical part which designs a research project of job satisfaction in actual organization. Research project is divided into two parts. The chosen job satisfaction evaluation methods contain qualitative and quantitative approaches, namely questionnaire Employees job satisfaction evaluation developed by Research institute of labor ad social affairs in Prague, further analysis of mainly human resources documents of the company and semi-structured interviews, which can be used for completion of quantitative data.

Keywords: work satisfaction, factors related to job satisfaction, motivation, work performance, fluctuation, absenteeism.