

Abstract

This thesis deals with the regulation of smoking in health care facilities cloth. The subject of my interest is to investigate the regulation of smoking in the course of the ICEM and its resultant effect, ie the evaluation of the project. The theme of the work is the search for a path that would provide support and motivation of employees in the regulatory process in order to control smoking in IKEM run successfully and efficiently. The work focuses on the process control in the organization

and also examines how individual employees comply with regulatory measures , how they are taken and what are their attitudes towards regulatory mandates . I also analyzed the attitudes and strategies of smokers to organizational changes and their motivation to quit smoking. Based on the finding that the changes were not properly managed, or coordinated , and that employees in the change process did not have any support, including the lack of assistance in quitting , I lead organizations recommended the following steps .

In the first phase, the management staff should provide synergistic support that is inherent in motivational , psychological and information campaign. As part of the support they have managers throughout the organization , not only in the process of regulation of smoking is also introducing one of the ways professional support as appropriate forms of stress management. In the second phase, I recommend keeping focus on implementation steps change and suggest ways to create a suitable atmosphere in the workplace and to overcome resistance from staff.

Key words

Control of smoking, control measures on smoking in the workplace, smoking cessation, smoking health professionals, project non-smoking, healthy hospital project, implementation of organizational changes.

