

dtto Disertační práce: Adaptace českých a německých manažerů při dlouhodobých pracovních pobytech v zahraničí

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Abstract

The objective of this thesis is an in-depth examination of the topic of professional and social adaptation of Czech and German executives during long-term secondments abroad. The target group is the employees seconded abroad by international companies, away from their home cultures – the Czech Republic and Germany. Load and support factors that affect the seconded executives and influence the process of their adaptation will be reviewed and analysed in detail.

The theoretical part summarises the insights of both Czech and international authors on the topics of adapting to different national cultures, burnout syndrome, enthusiasm toward the job, management of culturally mixed teams, and the cultural specifics of the Czech and German cultures that the paper builds on.

The empirical part presents the qualitative and the subsequent quantitative research. The *qualitative research* will use the *in-depth structured interview with open-ended questions, combined with narrative elements* as the tool for determining the load and supportive factors in the course of adaptation. The extensive statements of a total of 18 executives will be processed using *content analysis*.

The following *quantitative research* will use the *SBI – Spanish Burnout Inventory* (Gil-Monte, 2005, 2011) to evaluate job enthusiasm, psychic exhaustion, indifference to the job, guilt for behaviour towards colleagues, and the burnout syndrome. The data pool includes a total of 205 respondents.

The research results will explain, among other things, the differences between the Czech and German executives on long-term secondments abroad in terms of the perception of load and support factors, job enthusiasm, psychic exhaustion, indifference to the job, feeling guilt for behaviour towards the colleagues in the guest culture, and the burnout syndrome.

The findings may, in general terms, broaden the insights into the matter, as well as being practically usable in the work of psychologists, therapists, physicians, pedagogues, coaches, consultants and other professions whose clients are people who face or undergo the process of adapting to a different national culture. They may also serve international companies in the systematic preparation of their employees prior to long-term secondments abroad and in supporting them during their secondments.

Keywords: professional adaptation, social adaptation, acculturation, long-term secondment abroad, load, support.