Abstract

The thesis deals with several basic topics such as subjective determinants of job performance, job involvement and job engagement. The theoretical part is devoted to the description of some phenomena and it presents the overview of approaches and concepts used; it maps interpretation ways with the reference to terminological inconsistencies existing in the field. The focus of the theoretical part is put on the description of job performance and its subjective determinants followed by the overview of methods enabling job performance measurement. Furthermore, the concepts of job involvement and engagement are introduced with the emphasis on the diversity of the theories and definitions related to these terms. The conclusion of the theoretical part provides the overview of the studies dealing with the relationship between these concepts, and also broader interconnections with other issues of man-and-work relationships are described.

The empirical part presents a research project introducing job performance measurement of employees in education area and the level of their engagement.

Keywords: job efficiency, job performance, subjective determinants of performance, job involvement, job engagement.