

Summary:

The aim of this dissertation was to enlighten the term magnet hospital. Introduction of this thesis describes personnel situation in health care system in the Czech republic and globally. It also shows predictions of the future critical nurse staff shortage on labour market all around the world and its possible impact on quality of care.

Magnet hospitals as the kind of organization that creates work environment which increases nurses work satisfaction, quality of care and patients outcomes, sees the author as one of the possible solutions of nursing shortage in the Czech republic.

Second part of this thesis, represents the results of the qualitative and quantitative research, participants were 16 nurses at the management positions (structured interviews) and 250 nurses (questionnaire NWI-R author's own translation). Results: It was obvious that still prevails the traditional hierarchy and medical model of care delivery. Also there is stereotypical view of the role and position of the nurses in health care teams, nurses do not feel like they are involved in management of the hospital. According to the findings we cannot describe those organizations as magnet hospital. It's also clear that the nursing care managers play the key role in creating the good work environment. We should pay more attention to their professional preparation for their role as managers and leaders.

Key words: magnet hospital, management, leadership, nursing staff shortage, quality of care