

ABSTRACT

Background: This thesis deals with motivation of nurses to work in facilities providing care for clients diagnosed with Alzheimer's disease. Caring for a client who is suffering from Alzheimer's disease is very mentally challenging. Therefore, in this environment is very important motivation of nurses who provide care to clients every day. The theoretical part is focused on mapping the issues of Alzheimer's and the specifics of care for clients who have suffered from this disease. Then there are areas of motivation, work motivation and job satisfaction. Finally, it is discussed the topic of helping syndrome and mental demands of the nursing profession.

Objectives: The main objective is to describe the motives of the informants for selecting the current job. Partial objectives is describing the effects of previous experience with clients suffering from Alzheimer's disease, motivational factors leading to stay in this facility and the methods used by management to maintain motivation of nurses

Methods: The research was conducted through qualitative research design. Data collection was conducted through interviews with six nurses in selected facilities providing care for clients suffering from dementia. The interviews were recorded, credited and analyzed by open coding method. Then it was created several categories and subcategories.

Results: The greatest motivation for nurses is the desire to help and care. Constituted category demonstrate the importance of the proximity of residence, the financial security of families or shift work in a non-hospital environment. It was found that nurses had experiences of caring for a person with dementia disease, but but it's not for them, the motivation to work in current facility. Based on the results arising from the defined categories we can say that the sisters want to stay in current job. The main motivating factors contributong to this decision are a good working team, workload and meaningful work. Strategies used by management to motivate nurses are for example stimulation through financial rewards, compaction team, providing feedback or manifestation of interest for employees.

Conclusion: Nurses motivates to work primarily their workload. Furthermore, it is important for them, good atmosphere in the workplace, working relationships with the team and management. Nurses are demotivated by disinterest of management, conflicts and large amounts of administrative work. Based on the results of the research was to establish a set of recommendations for management of the facility as a guide to effective employee motivation.

keywords: nurse, motivation, Alzheimer's disease, dementia, Alzheimer's disease facilities