

ABSTRACT

The dissertation brings sociological and socio-psychological view on working conditions and health promotion of professionals working in the field of long-term care and examines the impact of these conditions on their well-being. Its overall objective is to map the current work conditions and work situation of this working group in the Czech Republic and draw attention to an area that is not adequately reflected. Specific objective is the verification of the model Effort Reward Imbalance and the concept of wellbeing on the population studied. The side effect is to provide the results of the conducted applied research to the management of participating organizations for practical purposes.

The work is divided into theoretical and empirical part. Theoretical background characterizes basic concepts; health promotion and long-term care. The central theoretical and methodological tools used in the applied research are then described: socio-psychological concept well-being and model Effort Reward Imbalance (ERI). The model, which was introduced by contemporary German sociologist J. Siegrist, presents a key resource of mapping stress in the workplace.

The empirical part of the dissertation describes the research that was conducted in two parts during 2012 - 2014. In the first part held in form of focus groups we reflected the current state of health promotion and working conditions of formal caregivers in the Czech Republic. The aim was to determine the subjective opinions of the target group on the effort of employers to promote their health through improving working conditions. The level of workplace health promotion and related positive and negative factors affecting performance formed a key issue. In the second phase we conducted a quantitative survey through questionnaires in order to verify the model ERI on the Czech population of professionals in long-term care. We got responses from 265 of them from twelve long-term care facilities of various types. Respondents were divided into 4 groups according to 2 criteria: caregivers in residential and caregivers in field services and workers from health care and from social care sector. The final section of dissertation summarizes and discusses the main findings from both phases of research and complements them with the commentaries situating our findings into a broader social context.

Key words:

Health Promotion at Workplace, Professional Caregivers in Long Term Care, Effort Reward Imbalance Model, Well-being, Stress at Workplace