ABSTRACT

The research focuses on advocacy NGOs in the Czech Republic, specifically on whether the work motivation of employees of advocacy NGOs participating in the Reconstruction of State project is related to subjective perception of the presence of motivators and hygiene factors according to Herzberg’s two-factor motivation theory. Furthermore, it studies the connection between the length of employment in these organizations and the amount of work motivation.

The research was done using a questionnaire inquiry. The acquired data are processed using the SPSS module.

The results of the research show the importance of both the motivators and hygiene factors for work motivation of the chosen employees, however they don’t show correlation between the length of employment and the amount of motivation. In the final discussion, the results are evaluated and placed into a wider context of preceding research in the field of NGOs.

The research has found that some employees are motivated more by certain hygiene factors than by motivators, which is actually in contrast to Herzberg’s two-factor theory.

Keywords: Advocacy NGO, job satisfaction, motivation, motivators, hygiene factors, employees.