

ABSTRACT

This thesis is following up a concept of diversity management, in great detail we are talking here about age management, which is human resources management with respect to age and ability of the employee.

The theoretical part deals with management of diversity in work teams, defines age management as the possibility of adapting the organization to the needs of aging employees. Highlights the demographic development of the society, bringing us near to age spread of the teachers in schools in the Czech Republic.

The empirical part describes in detail the age management tools as suitable instrument for adapting the working conditions for the employees of age 50+. It contains three sub-surveys in three kindergartens, three Primary Schools and three Elementary Art Schools in Prague. Based on semi-structured interviews with the directors and also on answering questionnaires about the age management and the utilization of its tools in between the group of pedagogues of age 50+ and the group of operational staff of age 50+ at the surveyed schools compares the possibility of introducing the instruments of the age management to schools with needs of employees of age 50+.

The aim of this work is to describe and compare the current state of use of the age management elements in kindergartens, Primary Schools and Elementary Art Schools and then prepare a proceeding for applying the age management into school personnel management.

KEYWORDS

age management, age management implements, diversity management, headteachers, operating staff 50 plus, research survey, teachers 50 plus