

ABSTRACT

This diploma thesis focuses on the retention of teachers and teaching assistants in a specific kindergarten with special care. It searches for the reasons the employees have for staying in their current position and the ones for leaving it. The thesis then continues to research what can be done by this schools management to hold onto quality teachers and teaching assistants. The work observes possible connections of individual aspects of the job with the employees satisfaction and their tendencies to stay in said organization. Among the aspects that influence the employees satisfaction, we can find for example the working conditions, workload, work organization, the ability of professional development, rewards, interpersonal relations in the workplace, communication, the managements leading style or care for employees. In the theoretical part, I've searched through the available literature for connections between job (dis)satisfaction, work behavior patterns and employees turnover. I based my work on literature mostly focusing on psychology and sociology of management, social psychology, social psychology in a workplace, human resources management, management and school management. In the research, I was looking for answers to the research questions, specifically for the links between the teacher/TA leaving and their job (dis)satisfaction, for the reasons of the ones staying for doing so, for the possibility of considering to quit of the undecided and the options the organization has to overturn their decision to leave (employee retention). The reason for me selecting this specific kindergarten with special care is its long standing focus on integration and following inclusion of children in need of special aid in education. Other specifics of this school are classes of heterogenous age and melodic use of creative dramatics. Those specifics require different professional and personal requirement for employed teachers/TAs.