

## **Abstract**

The accompanying organisations established by the various churches, such as Charity of the Czech Republic, have their own specific system of values and specific managerial aims. They, however, employ people regardless of their religious practice or their being or not being a member of a church or religious societies.

The aim of the thesis is to ascertain whether a system of ethical values, namely the DekaCert system, is a suitable tool to enhance the feeling of freedom and the level of loyalty of the non-practising Christian Charity employees. The thesis thus tries to answer the question whether training in the DekaCert system and its practical use helps these employees to identify themselves with the Charity and at the same time to achieve the second managerial aim of Charity, which is to fulfil the commitment to the church.

The thesis is divided into three chapters. The first chapter describes the specifics of leading a Charity; it explains the notions of freedom and loyalty. The second chapter focuses on the core of ethical values and the DekaCert system. The third chapter is experimental and it tries to ascertain the influence of DekaCert system on the feeling of freedom and the level of loyalty of non-practising Christian employees in Charities. The main research method was a qualitative sociological research.