

Abstract

Title: The phenomenon of managers in the context of the Czech labor market

Objectives: The aim of this thesis is to identify differences in the scope of work of managers and workers in positions referred to as managerial. The analysis of the issue with managers in practice should provide a basis for what constitutes managerial work. Subsequent analysis of the demand for managerial work will document what is required of candidates for managerial positions. These findings should lead to the resolution of the situation regarding the phenomenon of managers in the Czech Republic.

Methods: In this thesis a method of qualitative and quantitative data analysis is used. The qualitative analysis uses the technique of in-depth interview which focuses on ten selected managers from different management levels. Thereafter the issue is analysed from an academic expert point of view which helps to see the issue from a wider perspective. The quantitative data analysis is applied to research the jobs ads when entering the term “manager” to the jobs.cz server.

Results: The analyzes show that the ideal qualification for a managerial position is to have a university degree, to be linguistically equipped and to have experience in leading and managing people, including some experience in the field in which the manager works. There is a great deal of agreement on the need to work with people in all managerial positions, which is also confirmed by this research. An integral part of managerial work, as the analyzes show, are the so-called managerial functions and their implementation. It can be stated that these managerial functions are largely performed but some managerial positions are advertised that do not cover the spectrum of managerial functions.

Keywords: manager, managers position, role, function, executive officer, labor market