

Abstract

Title: Volunteering as an allocation of human resources in sports organizations

Objectives: The objective of the thesis is to recommend the most suitable Belbin roles for job positions in sports organizations based on knowledge from research and literature.

Methods: The thesis uses qualitative and quantitative research. Qualitative research will take place in the form of dialogue and subsequent discussion of the Focus Group with representatives of sports organizations. 9 respondents will participate in this group discussion. Quantitative research is conducted among volunteers in sports organizations through electronic surveys and the Click4Survey tool. The Belbin test is part of the questionnaire survey. The questionnaire survey includes a sample of 305 respondents.

Results: The results of qualitative research show that the positions offered to volunteers include the positions of administrative worker, assistant, supervisor, organizer and coach. The results of quantitative research show that the most represented role in volunteers, according to Belbin's typology, is the role of the Implementer. There is no statistically significant relationship between the job position and the role of volunteers, however, based on the findings from research and literature, the author recommends the most suitable Belbin roles for individual job positions.

Keywords: volunteer, sports organizations, role, Belbin 's role, job position