

The aim of the Bachelor thesis is to present individual interpretations of the concept of "accountability" made by workers who provide services in sheltered workshops to people with disabilities in one particular organization. The research of the interpretations focused on the individual as well as on the shared. The qualitative research done by interviewing employees in the grounds of the organisation brought following findings. In broad sense, accountability is comprehended by the employees either as a procedure or a determination by a certain verb. Freedom and possibility of conscious estimation of consequences is characteristic for the first case. The reflection includes the frame as well as the action as such. In the second case the definition of accountability is done by means of verb specification. The reflection focuses on the verb and its interpretations. The two approaches of the "Procedure" and "Determination by verb" are almost the same in the broad sense and in professional sense too. The range of accountability is deeply specified by the scope of jobsheet. There are two more concepts of accountability in terms of profession: Formal (methodic) and Felt-level. The formal accountability is limited by working hours and it includes the relationship to employer, clients and equipment. The felt-level exceeds working hours and includes the relationships to colleagues, communication with clients. Finally, the meeting point for professional accountability of individual interpretation is the scope of employment.