

Abstract (in English):

The diploma thesis is focused on employee engagement in a specific organization and its analysis. It is based on the assumption that employee engagement can be perceived as an overarching concept based on the theory of role quality, motivation, satisfaction, and leadership, and that employee engagement has an impact on employee productivity and increases the results of the organization. In this diploma thesis, we rejoin the question of what is employee engagement in a specific organization, what is the differentiation according to employee department, and what factors affect the employee engagement. First, the thesis pivots with the terminological grounding of employee engagement and the discussion that surrounds this approach. Then, an analysis of the employee engagement is performed, focusing on ongoing organizational changes due to the COVID 19 pandemic. Finally, the thesis proposes few recommendations that the organization can implement and thus improve employee engagement.