

This thesis is focused on the area of motivation programmes based on different motivation theories.

In the first part I try to define the concept of motivation, explain the related concepts and I also mention the division of motivation. I consider the division of motivational and demotivational (Herzberg motivation theory) factors particularly important.

The next part is based on these factors. It describes motivation programmes in areas of remuneration and appreciation, job enrichment, employee involvement and participation, employee education and development and reducing demotivation. For all programmes I try to find their theoretical sources and positive and negative sides.

In the second part I create a specific frame of a motivation programme concurring to the theoretical part. I think about which types of programmes in which form can be used in the specific environment of a language school. The programme is designed for teachers.

The contribution of this thesis should be especially the summary of different areas of motivation programmes and their theoretical basis.