

## **ABSTRACT**

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### **An Occupational Stress in Oncology Nurses and the Option of Support in their Workplace in the University Hospital of Hradec Králové.**

The thesis deals with occupational stress of oncology nurses and possibilities to support them in their workplace. In the theoretical part, the profession of an oncology nurse is characterized and then it focuses on the human resource management, particularly on motivation of the workers and team support. In the empirical part of the thesis there are details on the qualitative survey conducted in the Department of Oncology and Radiotherapy of the University Hospital in Hradec Králové. As the outcome of the survey there is proposed an optimalization of the professional support for the oncology nurses addressing their defined occupational stress and identified needs. Some of the proposal items should be feasible to implement, particularly the non-financial ones such as keeping the benefit of additional vacation days, restoring one-week stays at a health spa resort and regular counseling with a psychologist.

**Key words:** Oncology nurses, occupational stress, motivation, professional support.