

The aim of this thesis is to determine the causes of turnover of nurses and executives view to map of turnover and its possible solutions. The work also includes an overview of turnover of nurses in selected departments of the Central Military Hospital (UVN) in the period 2005 - 2009. The theoretical part deals with the very concept of fluctuation and is dedicated to its causes, prevention, and its aftermath, which is dealing with the syndrome. Work covers not only demotivating factors, but also analyzes the concept of motivation still evolving role of nurses and public perception. In the introduction to the practical part, which I sought to meet the objectives of the work I've already mentioned survey indicated fluctuations in selected departments of the Central Military Hospital in the period 2005 - 2009. I verified the hypothesis through a questionnaire and guided interviews with managers in the workplace also the Central Military Hospital. The results are summarized in the discussion and conclusion.