

Title:

The Influence of Director Replacement on a Nursery's Company Culture

Subtitle:

The character of the employees' expectations regarding the new director

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Summary:

This Bachelor Thesis is focused on studying the influence of the replacement of a kindergarten's director on its culture and on the character of the employees' expectations regarding the new director.

In its theoretical part the thesis is aimed at describing and defining its main topics, i.e. school culture and the influence of management replacement on school culture. School culture does not change only with time or with the changes of the outside environment. The replacement of the director may significantly change both the internal and external views of the school's existing culture. The degree of the organization's employees' satisfaction as well as their opinions, procedures, working conditions, etc. are important parts of the school's culture, which change when the management is changed.

The research part of the thesis describes the employees' expectations after the director of the observed nursery has been replaced and their attitude to the change. There is also a results analysis which describes the common aspects brought by the change.