

Abstract

The main point of the thesis is describe consequences of an isolation of an individual or a working group within an organisation. There could be many reasons for an isolation of an individual. Very serious are conflicts between employees which could lead to some forms of bullying. The attention is payed to a defence against these negative phenomenon such as a well developed process of adaptation, quality system of communication within an organisation and responsible approach of an organisation leaders. The thesis also focuses on a working group which gets in an isolation. This state could not have a wrong impact on its members mental helth. But the satisfaction of group members with a current situation could be a problem. The state of an isolation is possible to manage by setting of change process. Although it was described a lot of ways how to perform a change its successful completion is very difficult and many attempts fail.

Key words

Adaptation, isolation, conformity, change leader, change management, bullying, organisational culture, personnel activities, groupthink