

## **ABSTRACT**

Master's thesis entitled Motivating factors influencing the work of directors of nursery schools aims to identify motivational factors influencing the work of headmasters. The main objective of the research is to determine which of motivation, stimulation, and demotivating factors affect headmasters of nursery schools of the Pardubice Region. Based on quantitative and qualitative research lead to the fulfillment of specific objectives. The first partial objective is to conclude from created questions for a research and carrying out research among nursery schools among Managers of Pardubice region through a questionnaire survey and subsequent analysis of the data, what motivational factors, stimulation, demotivating and to what extent, affect the work of directors of nursery schools in Pardubice region. The second partial objective is to compare the motivational factors influencing the work of selected directors surveyed of nursery schools in Pardubice region at different stages of their professional development and to identify changes in the scope of these factors of motivation. The research suggests that motivational factors influence the work of directors rather moderately, stimulatory factors in their work are mostly highly motivating and demotivating factors are strongly demotivating. All the factors have a major influence on the work of nursery schools directors throughout their professional development. This will answer the research question how motivation, stimulation and disincentives affect the work of nursery schools headmasters and whether the length of professional development of director of nursery schools effect her motivation. The results of the research and conclusions of the work are intended for the field of school management and management education as an extension of knowledge about the work of directors of nursery schools, which is influenced by motivational factors.