

This diploma thesis describes and analyses the factors influencing the working performance. It deals with the basic terms from the management area about the working performance. Mainly the terms work performance, work efficiency, working performance management are described, also the factors influencing the working efficiency are described. It clarifies the difference between the personal assumptions for the working performance relating directly with the worker and external factors, which cannot be influenced by the worker. Thesis is closely aimed at the process and setting which emerges from the organisation running. These factors are verified by the research done at the secondary school in Pribram. The research is executed by quantitative method with the usage of questionnaires. These questionnaires were drawn up that it enabled to compare with the analysis of current definitions of the working performance and working productivity. In the implementation of the research were compared the influences of the individual groups of factors which influence the pedagogical workers' working productivity on the secondary high schools in Pribram. The analysis of the current definitions dealing with the working performance and productivity were confirmed.