

Abstract:

This Bachelor thesis is focused on the employee satisfaction in the regional hospital in Trutnov. The researched questions are the influences on the tendency to quit and the aspects which motivate the respondents to stay at their posts. It contains a theoretical point of the theme discussing concepts of the organization, organizational culture and satisfaction. In the practical part there is an analysis that focuses on the questionnaires, in-depth interviews and brainstorming with the head nurses. This research is focused on the satisfaction with aspects of the job description, working environment and job evaluation. These items are divided into four segments according to the level of satisfaction and importance (significance for the respondents). All of the items are subjected to testing independence with tendencies to resign. The results of the analysis are confronted with the selected theories of the HR management and employee care, satisfaction and organizational culture. The work also contains recommendations for the employers.

Key words:

Organization culture, employee satisfaction, employee stabilization, healthcare organization, hospital