

Abstract:

The master thesis deals with connection of two important themes in a labour environment – leadership and health. The theoretical part is about defining the two concepts. In case of leadership, the main objective is to describe current roles, expected competencies of a leader and also a brief presentation of the main theoretical approaches to the leadership styles. Within health theme, working conditions usually mentioned in specialized literature as a risk to our health are described in detail. The outcome of these two chapters is to provide insight into the health-oriented leadership overlapping to describe abroad developed method Health-oriented leadership (HoL).

Empirical part verifies basic psychometric data of the HoL method. The results of the research which was conducted on a sample of 76 followers and 17 leaders show that each version of the HoL method (StaffCare for leaders, StaffCare for followers, SelfCare) provides satisfactory item quality and sufficient reliability (Cronbach's alpha ranged from 0.494 to 0.958). Goal of the validation research questions was to assess construct and criterion validity – the results are diverse and offers a number of correlations between versions of this method and different variables (e.g. a lifestyle, working conditions, health status, etc.). The research points also to some interesting relationships and recommendations for future research.