

ABSTRACT

This diploma thesis deals with the psychological aspects of management focusing on the styles of leadership at the gynecological-obstetric department, specifically at the maternity hospital. The aim is to find out what kind of leadership is used by the senior and station nurses. This thesis explores how they interpret the management grid GRID and how they perceive themselves in terms of how midwives perform. For this research were chosen two hospitals, public and joint-stock company. That is why the objective was also to compare the interviews with midwives regarding their motivation, satisfaction and conflict occurrence. Therefore the information was received that touched upon these topics and presented the perception of the workers in obstetrician.

The theoretical part introduces the psychological aspects of leadership, so that the reader goes through chapters focusing on manager personality, management, leadership, work environment, work teams, motivation, workplace conflicts, stress, burnout syndrome, etc..

The empirical part is presented as part of the qualitative research, which presents the way of senior and station nurses with the help of the inspiration by design of the case study. Further a case study at the state hospital and a case study at joint-stock company are being developed with help of in-depth semi-structured interview held with midwives, which provide a comprehensive picture of leadership and show to the reader the midwife environment and uncover the rules and peculiarities of the field of work.

The resulting findings point to the fact that head and station nurses in both establishments are in conformity with the three styles they use most often, in particular paternalistic, team and compromise. Midwives are predominantly satisfied with such guidance. Motivation in the department occurs in various forms, but often in terms of support, good teamwork, work itself or a personal model of a superior.

Key words: leadership styles, management, leadership, psychological aspects, midwife, healthcare, obstetrics, head nurse, station nurse