

Abstract

The topic of the work "Employee care" is researched theoretically and empirically on the example of a specific organization. The work is based on theoretical background in the field of social work and methods of social work according to Matoušek (2008, 2013, 2016) or theoretical background in the field of sociology of work according to Buriánek (2008), further focuses on theoretical background in human resources management and theory focused on man according to Armstrong (2015) or Čěšková (2009) and also focuses on the theoretical basis in the field of work psychology and systems theory according to Bedrnová (2007), etc. The methodology of the work is based on qualitative research using the method of semi-structured interview. The examined sample was randomly selected from the employees of a specific organization.

I perceive the topic as important in the personnel policy of every organization. The aim of the work was to find out how the workers in the Home for the Elderly Mladá Boleslav perceive care about employees. The findings showed that, overall, employees perceive this care positively. They also perceive the work environment at a good level, where they agree that everything is technically, materially and socially secure. At the same time, they also draw attention to the fact that without an adequate background, they would not be able to do their job well. However, based on research questions, they also point to possible improvements in communication, information transfer and a vague perception of motivation by the employer. Qualitative research is applied in the diploma thesis, with the help of the method of semi-structured interview, which was subsequently deciphered with the help of the open coding technique.

The following was found in more detail on the basis of research: participants have an overview of compulsory care, but information about optional care is inconsistent. Participants perceive the psychological demands of their work and a certain stress factor is also caused by relationships in the workplace, but the work environment does not stress them. It was confirmed that according to the respondents, quality is closely related to the provision of adequate facilities and the working environment. Based on the research, it was recommended to prepare an internal document on employee care, improve the set communication between employees and work teams, focus on education in topics - psychohygiene, time management, communication and dealing with people, interpersonal relationships and focus on a clearer treatment of motivation and support to make it more comprehensible in practice.

If I were to comment on the context of the whole work from the theoretical to the empirical part, then I perceive this work as beneficial. The work will continue to be worked on in practice and will be a tool for possible improvements in the care of employees in the surveyed organization.

Keywords:

Care, employee, employer, labor code, safety and health protection at the workplace, work background, benefits.