

Abstract

This diploma thesis is mainly devoted to employee engagement and its possible relationship with working from home, or with a hybrid work regime. First of all, in the thesis, I focus on the concept of employee engagement in more detail, here I describe the three main theoretical concepts according to the authors Kahn, Maslach and Leitner and Schaufeli and Bakker. Subsequently, I describe the methods of measuring employee engagement, as well as its consequences for work organizations and the workers themselves. At the end of the chapter, I describe the possibilities of influencing the level of employee engagement and the influence of personality factors on employee engagement. After that, I focus on telework, again on its theoretical definition and development. Furthermore, the current legal regulation of telework in the Czech Republic is brought closer in this work. I also pay attention to the advantages and disadvantages that telework brings to the workers themselves and their work organizations, I also mention the differences in the management of workers from home. I also summarize the findings regarding employee engagement and telework or the specifics of the population of workers in the IT field. Then an empirical investigation follows with aim to verify whether there is a difference in employee engagement among workers who have a different work regime (work from the office, work from home, hybrid mode). The chapter contains a description of the course of the empirical investigation, the questionnaire which was used and the results of statistical analyses. The diploma thesis is then closed by a chapter dedicated to the discussion, i.e. evaluation of the results, their interpretation and description of the limits of the investigation.

Keywords:

Employee engagement, telework, hybrid work mode, IT workers, employee benefits