

ABSTRACT:

Background: A study programme Addictology was first opened in the academic year of 2005/2006. The profession of addictologist was enshrined in legislation by the Act No. 96/2004, of paramedical professions, in 2007. Thus, graduates in bachelor's degree in addictology became healthcare professionals gaining qualification to exercise this profession (Miovský et al., 2021). Job motivation represents a psychological process bringing energy and giving direction to work of a person. Motivation to choose and remain in helping professions is the topic of many specialised publications in Czech and foreign literature but minimum number of those focusing on motivation for work in addiction treatment services. Addictology as a field of study is specific not only by its historical context and development, but also by its scope and specialization. This might be also influential in specificity of motivation of workers to enter and stay working in the services.

Aim: The aim of the thesis is to identify factors that influence motivation for work in addiction treatment services by graduates in a study programme Addictology (bachelor's degree).

Methods: The basic set comprised of 409 absolvents. Selection of respondents was carried out by the method of total selection. Then the filling in of the form was done by the method of self-selection. The research set comprises of 195 respondents – a return on forms was of 48%. Quantitative approach was chosen for realization of research. Data was collected through electronic questionnaire survey. For the data analysis descriptive and mathematical analytic methods were used. Also ethical rules were complied with.

Results: The main driver for application for study programme Addictology is for respondents their own interest focusing on this field of study. Main motives for study are understanding issues of addictions, willing to work in helping professions, and interconnection of multidisciplinary. 55,4% of respondents have been working in addiction treatment services. Key factors for motivation to start working here are desire to work with a target group of these services, need for doing meaningful work, and also gaining experience and applying knowledge from their studies. The most significant factors, which currently motivate respondents to work in addiction treatment services, include clients of these services, possibility of therapy practice and self-development. As for the question of maintaining job motivation in the future, it is important to have good relations in the workplace, own feeling of satisfaction and wage increases. On the contrary, 44,6% of respondents have not been working in addiction treatment services. Low salaries were stated as the main reason for leaving.

Conclusions: Results bring a comprehensive view on motivation for studies and work in addiction treatment services which are placed in the context of motivation theories. The thesis belongs to one of the first that deals closely with motivation of addictologists for working in addiction treatment services. In the future, it is necessary to repeat and extend a study with other motivation factors to better understand motives and reasons of employees to work in this field, also to prevent from job changing and contribute to job satisfaction, and, last but not least, to ensure effective provision of services to target groups.

Key word: addiction treatment services, addictology, graduate, motivation, work motivation