

1 Abstract

The objective of the thesis presents introduction of supervision at a psychiatric ward and observation if any changes occurred in connection with its realization. First of aims is mostly organizationally practical, respectively demanding sensitivity for supervision process and its inclusion into context of both organizational processes and organizational culture. To fulfil the second objective, standard methodological approaches through quantitative measurement were used and the chosen data were compared both at the beginning and conclusion of the observed process of supervision introduction. The monitoring of changes during the introduction of supervision was based on assumptions of specific demands of psychiatric nursing on staff, so the chosen observation of changes was in resistance of employees to stress, in trust and safety in team, its reflectivity and expectations from supervision. To be able to answer to practical question of how well the integration was introduced into the overall functioning of the ward, it was necessary to find answers from the position of insider and ward manager using interviews, possibly meeting record, and based on recording specific clues which testify about interaction between what is happening at ward and supervision.

The theoretical part of the thesis aims to describe and explain terms from the area of supervision and psychiatric nursing, relevant for the chosen topic of the case study. For example, it deals with topics such as introducing supervision, supervision in healthcare and in psychiatric nursing, reflectivity etc.

The final findings led to two outputs being, what changes occur due to influence of supervision and to integration of supervision into overall functioning of the ward. The positive fulfillment of changes occurred at level of reflectivity, stress resistance and expectation from supervision. Thanks to blending of the line between supervision and management, there was mutual influence and based on the created impulses, changes on the organizational, further in the field of education planning were realized and thanks to that increase of skills and competitions of the individual medical staff occurred.

Keywords: supervision, psychiatric nursing