

## **ABSTRACT**

In the upcoming years, the healthcare and social system in the Czech Republic is expected to encounter a significant surge in the deficit of general nurses due to the anticipated retirements. One of the strategies that could help mitigate the impacts of the expected shortage of healthcare professionals in this area of expertise is to attract more men to pursue careers in nursing.

This thesis examines the subject of integration of men into teams predominantly composed of women in intensive care units. The aim of the thesis is to determine how alterations in the gender composition of initially exclusively female teams impact the processes related to group dynamics. Interim objectives included finding a suitable strategy to facilitate men's entry into teams predominantly composed of women, as well as identifying the abilities and skills through which men could improve the current provision of nursing care.

With information obtained in this manner, we should be able to implement appropriate measures that support not just the recruitment but also the retention of new employees. The key challenge in this area will be to guarantee transparency and equal conditions for both women and men who will choose to work in this area of expertise.

Keywords: gender, gender stereotypes, group dynamics, human resources, general nurse, man