

Abstract

The diploma thesis on the topic of Factors of work team stabilization in social care services deals with the issue of the needs of workers in social services and related management tools as a solution to the problem of a lack of stable personnel in work teams. The theoretical part conceptualizes the topics of social services, management and leadership of people. It provides a general overview of social services and specific areas of social care services, including legislative anchoring. It maps concepts and approaches in management. It also presents important theories that relate to the phenomenon of motivation. The practical part is aimed at identifying the needs of workers in social services. The basis of the research are interviews with employees and directors of organizations, in the form of semi-structured interviews, the analysis of which brought the mapping of the needs of workers in social services. Subsequently, based on the interpretation of the results, measures are proposed for the management of organizations and the facts found are related to theories of motivation. The target group was workers in social care services.