

## **ABSTRACT**

This diploma thesis discusses the influence of the social climate of the teaching staff on the work performance and motivation of teachers in kindergartens. The theoretical part of the work is dedicated to the definition of teaching staff, the work duties they must perform and also their motivation. The role of kindergarten principals and their influence on the climate of the teaching staff and the motivation of pedagogues is also described. The theoretical part of the thesis explains the differences between the school climate, the classroom climate and the social climate of the teaching staff.

The empirical part of the work presents the research results. The study focused on investigating the social climate of teaching staff in kindergartens and its influence on teacher's motivation and satisfaction. In this approach a combination of quantitative and qualitative methods was used to identify factors influencing the climate of the teaching staff and their influence on the work and motivation of teachers.

On the basis of the obtained information the work presents some options that could help to build a positive climate for the teaching staff in kindergartens. Such suggestions can be used by directors or senior staff in the preparation of an action plan designed to support good relations and a working environment where teachers would be motivated and work better.

**KEYWORDS:** social climate, teaching staff, teacher, preschool, motivation, job satisfaction, interpersonal relationships, factors