

## **ABSTRACT**

The diploma thesis deals with the issue of novice teachers and the challenges they encounter at the beginning of their career in the teaching profession. Throughout its length, it is supported by a legislative framework. The thesis examines in detail the specific challenges that novice teachers often face during their first years in practice, including the historical context of these challenges and comparisons with the conditions and support provided to teachers in the past and present, both domestically and internationally. It defines the teaching profession, examines the personality of the teacher and the key aspects that shape the teacher's identity. Special attention is paid to mentor teachers and the reasons for teachers leaving the profession at the beginning of their careers, their continuing education and professional growth. The practical part of the work is based on research conducted in 1990-1992, comparing changes in the equipment of novice teachers, their integration into the professional environment, entry conditions into the profession and available support.

### **Keywords**

history, competencies, quantitative research, salary, support, problems of novice teachers, professional development, mentor teacher, teacher's education