Abstract

The central theme of the thesis is psychosocial predictors of occupational well-being. The content of the literary review section is the definition of occupational well-being and the presentation of theories focusing on the description of the way in which psychosocial predictors influence occupational well-being. Particular attention is paid to the theory of Job Demands-Resouces (JD-R), its development and functioning. The Copenhagen Psychosocial Questionnaire (COPSOQ) is then presented. The aim of the research part of the thesis is to quantitatively verify the JD-R theory on a representative data sample of the Czech working population using the COPSOQ questionnaire and structural modelling. The results confirm the basic hypotheses of JD-R theory. These include the division of psychosocial predictors into work resources and demands and their ability to predict engagement and stress. The ability of engagement and stress to predict occupational satisfaction is also confirmed. The effect of self-efficacy on occupational satisfaction has not been confirmed. Subsequently, differences in the functioning of the model between genders, work sectors and between managers and subordinates are investigated. The analyses confirm the robustness of the model, but also differences in the functioning of psychosocial factors across different groups and work environments. This work contributes to a better understanding of work demands and resources in the Czech environment. These results may be the basis for further research or interventions focused on specific risk areas of individual groups.

Key words: