

ABSTRACT

The diploma thesis deals with the issue of burnout syndrome among teaching assistants in primary schools. The main goal is to map the incidence of burnout syndrome among teaching assistants at selected elementary schools and to find out whether the principals of these schools implement measures aimed at preventing this syndrome and whether they generally support the well-being of their employees. The work is divided into two parts, theoretical and research. The first part is focused on the theoretical definition of the burnout syndrome phenomenon, specifically on its interpretation, related terms, causes and risk factors of development, possible manifestations, stages of development, professions with an increased risk of occurrence, diagnosis, treatment and prevention. The research part is dedicated to the research investigation, for which mixed research (mix design) was chosen. Eight principals of elementary schools took part in the qualitative part, and 89 teacher assistants in elementary schools took part in the quantitative part. The results of the research investigation proved that the principals of the elementary schools involved in the research take a responsible approach to the prevention of burnout syndrome and overall well-being of their employees. At these schools, various measures to promote well-being are implemented, in which teaching assistants, as well as other teaching staff, participate. According to the Burnout Measure, Short Version questionnaire, 29 % of the research sample show dangerous signs of incipient burnout, 17 % show mild symptoms of burnout, 5 % have a very serious burnout problem, and 1 % have a condition so critical that they require immediate professional help. In the dimension of emotional exhaustion according to the Maslach Burnout Inventory questionnaire, burnout syndrome was manifested in 12 % of respondents, in the area of depersonalization in 2 %, and in the area of personal satisfaction, this phenomenon was demonstrated in 8 % of research participants.

KEYWORDS

burnout syndrome, stages of burnout syndrome development, professions with an increased risk of burnout syndrome, diagnosis of burnout syndrome, prevention of burnout syndrome, teaching assistant, wellbeing