

Abstract

The aim of the bachelor thesis is to analyse how ADHD affects the work performance of IT specialists. Attention is first paid to the characteristics of ADHD and its manifestations in adulthood. Subsequently, the negative and positive manifestations of ADHD in the workplace are examined, including the strategies by which persons with ADHD cope with unwanted manifestations of ADHD in the workplace. The concept of performance is then introduced, its subjective and objective determinants are described, and then related to the manifestations of ADHD in the workplace to further characterise the performance of persons with ADHD along with quantitative findings on their job performance. Attention is also given to the target group of IT specialists with ADHD, for whom the job role of the IT specialist was first characterized and then linked to existing knowledge about IT specialists with ADHD. The thesis includes a qualitative empirical investigation carried out using semi-structured interviews with IT specialists diagnosed with ADHD. The aim of the empirical research is to analyse the subjective perception of the work performance of IT specialists with ADHD diagnosis and the strategies applied to overcome the unwanted manifestations of ADHD in the workplace. This was achieved through sub-objectives tracking job performance in relation to working conditions, negative and positive manifestations of ADHD and strategies applied to counteract unwanted manifestations of ADHD.

Keywords

IT specialists, attention deficit hyperactivity disorder, ADHD, ADHD in the workplace, work performance, performance