

ABSTRACT

The diploma thesis entitled Specifics of management and leadership of employees in educational organizations (People Management) deals with personnel management and leadership in secondary education according to the International Classification of Education ISCED 344. The thesis is also focused on pedagogical and non-pedagogical staff, their development, evaluation, education, including relationships, communication, conflict resolution and approaches to their work. The main goal of the diploma thesis is not only to define, but also to determine the specifics of leadership methods for staff management in Czech secondary schools in the Central Bohemian and West Bohemian regions. The method to achieve the goal is the analysis of professional literature and the evaluation of the results using a questionnaire survey focused on educational organizations of personnel management and leadership in Czech secondary schools in the Central and West Bohemian regions. The data analysis took place in 2021 and is based on the calculation of relative frequencies and the evaluation of differences in the answers of the survey respondents using contingency tables. On the basis of the results found, it will then be concluded whether the responsibility for the management and leadership of pedagogical and non-pedagogical staff of Czech secondary schools in the Central and West Bohemian regions rests not only on school principals, but also with other school leaders who manage and lead other staff on a daily basis in schools.

To what extent does the leadership of pedagogical and non-pedagogical staff move within the barriers that a leader must navigate and how is the variability of the approaches of managers and the management of subordinates manifested, including personal attitudes to these barriers?

KEYWORDS

Pedagogical worker, Personnel Management, Secondary education, School Management, Leadership (People Management), Educational organizations, Educational system