

ABSTRACT

The master's thesis aims to explore the motivational factors that influence education staff at work in the Czech Republic and Finland. The thesis focuses on elementary schools, both teaching and non-teaching staff. Because it is motivated staff that is a key aspect of the education system that influences the quality of education in a country. The aim of this thesis is to explore the motivational factors that influence the job performance of selected staff in primary schools in the Czech Republic and Finland. A secondary aim is to map the factors that most often influence their motivation and to provide space for discovering other aspects that may motivate them and perhaps are not visibly included in the educational policy of the country. The thesis is based on the theoretical foundations, which are discussed in more detail in the first part. It describes motivation, the basic theoretical concepts of motivation and also the concepts of the modern perspective on human motivation. The theoretical part also deals with the educational systems of the Czech Republic and Finland, the working conditions of employees, the motivational tools used by the countries and also a marginal comparison of the educational system between the countries. The empirical part interprets the data obtained from in-depth interviews with respondents. The mentioned motivational factors are also compared, identifying similarities and differences. The results of the paper will contribute to a better understanding of what motivates and demotivates education workers, which can be of benefit not only to managers but also to other education policy makers.