

ABSTRACT

This thesis deals with the work-life balance issues encountered by cardiologists and cardiac surgeons. The main objective of this study was to find out on how these young doctors in cardiology specialization training combine their work and other areas of their lives that they consider important and draw attention to the problems of being junior doctors with a vision to use the obtained results to improve their conditions both for work and for quality of life. Qualitative research techniques were utilized and data were obtained from semi-structured interviews with our respondents.

The theoretical part of this thesis presents the informations and concepts regarding balance between work versus private life concerning their interdependencies. It focuses both on professional and social aspects and their eventual conflict. Partly, it maps motivation: motivators (motives and aspirations), which led these young doctors in their lives and careers, as shared motives characterize the level of content and identification with professional roles and their professional aspirations. Widely, it deals with the working conditions of junior doctors that the de/motivation to contribute. Moreover, part of it was also given to possible future impacts on doctor's health resulting from failure of work-life balance.

The practical part of this thesis focuses on motivation and career decisions of these young doctors in this field of specialization training. It deals with realization of expectations both in professional and life in general. Its key area was how respondents combine their working life (e.g., meaning of work, education, etc.) versus non-working life (e.g., personal life, partnerships, family, relationships with friends, running the household, past times, etc.). This thesis highlights the possible health – physical, psychological and social effect in misalignment of work-life balance. The effects of these adverse working conditions on the quality of life of these young doctors and the quality of medical care they provide were also examined.

The research results indicated that the work and private life was not balanced in our respondents. In their current situation, rather makeshift, they attach to the post-graduate diploma composition, which predicts an improvement in both working and living conditions.

Keywords: work-life balance, motivation, role conflict, working conditions, quality of health care