

Abstract

This work is aimed to find out what are the motives of people to cross from for-profit to non-profit sector and what life experiences and opinions of those who work in both sectors are. The work examines whether the sectors are different (and how) and whether they can feel some change after being and working in both sectors.

Conceptual section places the issue in a broader context, which presents key concepts related to the topic. This explained through the literature, while also bringing some research on work motivation.

In the empirical part I analyze the testimony of five respondents, with analysis divided into four thematic blocks. I analyze here the start of their careers, how they feel about career as a word, what means to them. After that I analyze their motives to cross from for-profit to the nonprofit sector, as well as their own comparison between the two sectors. In the last part of my work I slightly analyze their philosophy of life and I also ask about the career and how they think their career could continue. In other chapters, I bring my research results and their comparison with the submitted literature.