

This bachelor thesis examines the psychosocial and organizational factors, such as stress, relationships at the workplace, management style, managers' abilities, and others. The thesis describes healthcare facilities recognized as „Magnet“.

To evaluate the psychosocial and organizational factors, the standardized questionnaire Practice Environment Scale of the Nursing Work Index (PES-NWI) was used. After it was translated to Czech, the questionnaire was submitted to a target sample of nurses at the Motol Hospital. The thesis examines the potential correlations between respondents' demography and their answers to the questionnaire and finds that, with a few exceptions, there are no statistically significant relationships. Finally, the thesis compares the findings from the PES-NWI questionnaire at Motol Hospital to similar studies made in other countries. A part of the thesis is an overview of studies that used PES-NWI between 2002–2016.