

## Abstract

The aim of this thesis is to identify and analyse barriers and risks that go along with the profession of teaching assistant. The first part provides the comparison of the key competencies of teachers and teaching assistants, describes their motivation to perform their profession and issues the self-realization of teaching assistants. The second part defines the profession of teaching assistant, deals specifically with the qualification, personality requirements and the job content. The third and fourth parts examine the employment of teaching assistants and their position on the labour market. That includes legislative framework, the establishment of the profession of teaching assistant, concrete risks stemming from the profession, the issue of its financing and also spread of the profession within the Czech Republic. The last part of the thesis carries out a quantitative survey using empirical data from a questionnaire published online and handed to the real teaching assistants. The main aim of the survey is to identify the real barriers and to see the true perception of the problems which may hinder the self-realization in the profession as well as the professionalism and the overall attitude to the profession. Another goal is to find about the current situation of the teaching assistants' employment. The whole analysis indicates that the real barriers lay mainly within the legislative norms affecting the labour market. Such problems contain fixed-term employment, part-time jobs and undefined amount of time for indirect pedagogical activities. Other barriers also exist in the self-realization of the teaching assistants which is being limited only to further education. Last but not least the financial evaluation is also problematic which causes problems with the employment. One positive finding is that from the personnel point of view the teaching assistants are considered full-fledged members of the teaching staff having their own or at least shared workspace and the access to the school's material equipment.

## Key words

Teaching Assistant, Barriers, Risks, Competences, Motivation, Self-realization, Qualification, Personal Prerequisites, Job Content, Legislation