

Abstract

This diploma thesis deals with social workers who work in the department of social and legal protection of children. The aim of the work was to characterize the motivation factors and psychosocial needs for the performance of the work of OSPOD social workers in Strakonice. My diploma thesis was divided into a theoretical part and a practical part.

In the theoretical part of my diploma thesis, I described the basic concepts related to the concept of social-legal protection of children, including historical development, legislative framework, and I described the functioning system of social-legal protection of children in the Czech Republic. Furthermore, in this section I described terms such as the Code of Ethics for social workers, motivation, psychosocial needs, psychohygiene and burnout syndrome.

In the practical part, the research strategy of qualitative research was used and the method of questioning and the technique of data collection in the form of a structured interview were chosen. Communication partners were employees of the Municipal Office in Strakonice, who work as social workers in the Department of Social and Legal Protection of Children. For the research in the practical part, the goal of the thesis, the main research question and three sub-research questions, which lead to the fulfillment of the goal of the thesis, were determined.

While working on this diploma thesis, I discovered that the personality of a social worker is being formed all the time and the view of his attitude towards the profession can change during the performance of his work. I noticed that the motivation for the performance of the work of communication workers can change considerably over the years. As part of the research, I focused on primary motivation and examined whether primary motivation has changed over the years of working with communication partners. As part of the research, I discovered that initial motivation was a strong aspect to the development of long-term motivation, and over the years these two motivational components intertwine. It is important for each communication partner to connect the need for higher needs, i.e. psychosocial needs, to their motivation, which help communication partners to separate work from their free time and thus prevent burnout syndrome.