

CARE WORKERS AIRPORTS

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Diploma thesis "Social protection of airport employees" deals ways of motivating that airport companies use to motivate their regular and new employees. In the theoretical part of the work is contained characteristic motivations, their specifics and knowledge in this field. In my thesis, I will discuss the evaluation and remuneration of employees in terms of motivation to perform the job. Based on a study of professional literature and gained defined in the theoretical part to terms motivation, remuneration, evaluation in terms of employee motivation and I will try to describe the basic characteristics of the specific remuneration. One of the types of remuneration is also utilize the services of a financial adviser, the airport company in co-operation with the holding company. The practical part is focused on the practical use of the services of a financial adviser and remittance to the proper functioning of the financial market for airport employees.

Keywords: Motivation, remuneration, benefits, financial advice, financial

1 INTRODUCTION

Work or profession is for many of us and a natural part of everyday life. From little exercise organized labor in ancient times, hunters and gatherers, the organization of human societies countless changes and resulted in modern society. In the context of social and economic changes led to a natural changes in work organization and to grow as a company, to distinguish different professions, specialization and hierarchy in the organization of firms. Increasing complexity of these systems was a need targeted and organized way to manage the process of labor and human capital, management is gradually developing personnel management, human resources management to the concept of a comprehensive human resource management. Work is an important part of every individual. Incorporates us into a social environment and affects not only the personality of the person, but also family relationships.

It is very important to how we feel in the workplace, what are our relationships with colleagues and executives, as we are able to fulfill the objectives and how we perceive the organization's mission. In respect of employee motivation enterprises are largely specific. On the one hand, consider the motivation is very important, because it already when selecting employees focus on individuals who are identified with the mission and with the objectives of the

enterprise. Staffs should respect the values and vision of the organization and be within themselves presvedčení that of the organization function and would want to represent not only as workers and, as a personality. An individual who wants to work in the sector, often exhibits a strong intrinsic motivation. Has established its own value systems, goals, needs and ideas. If your work leads to the fulfillment of all these elements, the staff felt satisfaction with their work makes them happy and loyal to the organization. Otherwise, you may lose loyalty and abandonment caused by just poor organization or lack of motivation.

In my thesis I will discuss welfare airport employees, their motivation and adequate remuneration, and the use of financial and non-financial benefits. V prvej kapitole som sa zamerala na personálne potreby letísk z hľadiska jednotlivých úsekov na letisku. V kapitole som tiež rozobrala jednotlivé potreby letísk Milana Rastislava Štefánika v Bratislave a letiska Václava Havla (do r. 2012 Ruzyň) v Prahe.

The second chapter is devoted to the rights and obligations of the employer to an employee under the Labour Code.

The third chapter is further discussed specific evaluation, rewarding and motivating employees to each job function and responsibilities.

The fourth and fifth chapter focuses on the possible benefits for employees and suggested possible security options and financial management counseling as a form of employee benefits.

2 STAFFING NEEDS AIRPORTS

At the beginning of the first chapter I was given allocation of slots at the airport in terms of personnel, educational, age but also in terms of gender. The airport occupies a wide range of staff from the airport maintenance workers, through the airport dispatchers, clerks to airport managers. These workers are leaders in their field.

3 CARE EMPLOYER OF EMPLOYEES FROM GENERALLY BINDING REGULATIONS

In this section, I analyze the various rights and obligations of an employer to an employee under the Labour Code. 311/2001. The individual subsections are discussed notions employee, employer and employment contract.

4 ANALYSIS EVALUATION, REMUNERATION AND MOTIVATION STAFF

This chapter is dedicated to my DP evaluation, rewarding and motivating employees. Because only one who is adequately compensated for their work given above standard performance. Motivating people is putting these people to move in the direction we want these went in order to achieve a certain result. In the following subsections are discussed individual remuneration of employees, nature of motivation and work motivation.

5 ANALYSIS OF A POSSIBLE DESCRIBED BENEFITS FOR EMPLOYEES

This section describes the possible benefits for zamenstnancov. Employee benefits are undoubtedly a strong motivating factor. Naturally affect employee satisfaction and derived from it the performance and loyalty. The subsections are devoted to financial and non-financial benefits for employees, the introduction of Partners Group SK and its services where the service may include non-financial benefits. These benefits also include a luncheon vouchers, obečerstvenie in the workplace, corporate training, corporate event or holiday to include such financial benefits. variable

component monthly salary, quarterly and year-end bonuses.

6 DRAFT OPTION SCHEME AND MANAGEMENT FINANCIAL ADVICE

The fifth chapter is dedicated to my BP solution design and construction of property for clients of Partners Group SK. The basis of the administrative building, a capital house for the client to understand the right priorities, which will be crucial for the NHO. These basics must be a hundred per cent built a client they have an adequate understanding. Other subsections are devoted to life insurance, savings, investment potential.

7 CONCLUSION

The aim of my thesis was to highlight the staffing needs of airports, access managers and executives of departments airports and its use in practice. The work is discussed in each chapter motivating, evaluating and rewarding employees. Because it is not known if the employee is sufficiently motivated and adequately compensated for their work, both in its domain given above-standard performance and this is reflected in the functioning of the department where he works, but also on the functioning of the airport itself. For proper operation of the employer offers its employees a variety of financial and non-financial benefits. The non-financial benefits can include meal vouchers, food for work, education or business and holiday services including financial adviser on the basis of an agreement between the airport and the holding company. Financial Advisor employees or their potential clients explaining the proper functioning of the financial market. These are rules that should be followed by every person who wants to be successful in the financial market. The main aim of my thesis was to bring opportunity and actively use the services of financial advisors is all categories of people and staff.

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