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Agric. Econ. – Czech

**Kolman L., Rymešová
P.:**

Attitudes to work and organization as a part of a competency model

Agric. Econ. – Czech, 53 (2007): 271-
275

When modelling an employee competency, several facets of this theoretical construct could be identified. One of them is grounded in the employee' s attitudes to work and organization, namely in her/his job

involvement, organizational commitment, responsibility etc. The paper deals with results of a survey comparing work and organizational attitudes of four groups of subjects. The groups differed in age (20– 30 and 50– 60) and gender. The survey was a part of a wider research effort aimed at building up a new method of work attitudes measurement. The previous research has shown a rather specific response pattern in the Czech respondents. The survey dealt with