

Reasons for termination of employment

Abstract

The topic of the diploma thesis concerns the reasons for the termination of the employment relationship. The aim of the thesis is to analyse thoroughly the reasons for termination in the light of legal regulation as well as the case law, but the aim of the thesis is also to reveal possible legal deficiencies and possible proposals for its *de lege ferenda* solutions. The actual text of the work outside of the introduction and the conclusion is divided into 4 chapters. The first chapter defines the basic concepts of labour law, its function and its position within the system of law, especially its relation to civil law. The second chapter deals with general employment and termination of employment. At the beginning there is a brief discussion about the employment relationship and its origin, including its subjects, and a list of all ways of terminating the employment relationship and more precisely characterized selected ways of termination of employment, including the termination of employment contract, the probationary period, the immediate cancellation of the employment relationship and, last but not least, the collective redundancies. The third, most extensive, chapter is the core of the entire thesis and is divided into several subchapters. These deal with general substantive formalities of termination, such as the requirement of a form of termination, the manner of service of notice by the employee and the employer and the notice period. Then there follows a thorough analysis of the individual statement of reasons, the interpretation of which is supplemented by the extensive case-law of the courts. The thesis deals in depth with the reasons for which the employer may terminate the employment relationship, but the work also mentions the advantage of the employee's statement of reasons. The fourth and final chapter deals with the invalidation of the termination of the termination contract so that the interpretation of termination is comprehensively concluded, since the invalidation of the termination is often caused by a false statement of reason.