

Abstract

Legal status of managers when terminating employment

This thesis deals with the topic of the legal status of a manager when terminating employment. The first chapter outlines the gradual evolution of a job position of an employee-manager in between the years 1918 to 2006 and shows conditions under which it was possible to terminate employment with an employee in a managerial position. The next chapter introduces the individual participants to the employment relationships that is an employee, manager and employer. The third chapter describes the two possible ways how to commence employment in case of a manager which is the appointment or the employment contract and defines all the requirements necessary to comply with so the employment is valid. The following chapter concentrates on the rights and obligations of ordinary employees and managers and the obligations of employers. Managers have the same rights and obligations as ordinary employees, but as they also have to fulfil the role of an intermediary between employer and ordinary employees, they enjoy additional rights and obligations. The fifth chapter focuses on the termination of employment of both managers and ordinary employees. The chapter illustrates in detail three ways how to terminate employment. Employment may be terminated by legal action, legal event and by the termination of employment on particular occasions. The final chapter discusses in detail the manager's dismissal from the job and the renunciation of the job and in particular, the position of the dismissed employee and the employee who renunciate the job. Employment of such an employee continues to exist. This thesis also deals with the conditions under which employment continues to exist, how an employer may terminate the employment of such an employee or under what conditions the employee is entitled to severance pay. This thesis aimed to point out the specific position of a manager when establishing and particularly when terminating employment, to clarify the difference among the employee, manager and employer, the difference of their rights and obligations and to present techniques how to terminate employment with a manager.