

## **ABSTRACT**

The main subject of the diploma thesis is analysis and an analysis of management styles and an impact on a working environment, interpersonal relationships and a work activities performance of employees at the Human Resources Agency of the Army of the Czech Republic. The first part of the diploma thesis is focused on theoretical aspects of the issue. It defines the basic concepts of management theory, concepts related to employee leadership and provides an overview of approaches to employees based on leadership styles. At the same time, within the psychology of work, the area of employee motivation, their evaluation and remuneration is presented. Theoretical part of the diploma thesis is at the same time defines the concept of work environment, during which interpersonal relationships at the workplace are further defined. The second part diploma thesis describes the Human Resources Agency, its organizational structure, including the definition of the scope of individual departments and sections and on the basis of a sociological survey using a questionnaire and conducting a guided interview, the influence of the applied leadership style of individual department heads as a manager on the work environment and interpersonal relationships is analyzed. Based on the evaluation of the obtained information, a comparison of the findings is made at the end of the diploma thesis with regard to the influence of managerial styles of leadership on the work environment and interpersonal relationships and there are recommendations for department managers to change the management style of subordinate employees, which can lead to improved work environment and work efficiency.