

## **Abstract**

The diploma thesis deals with the identification of psychological factors of working from home. Attention is focused on alternative working hours, then the subject of home office, its development, forms and the current situation of its use in the Czech Republic. At the same time, attention is focused on the positives and negatives of alternative working hours, especially home office. The thesis identifies individual, work and family and home psychological factors of working from home. Furthermore, the diploma thesis examines the specifics of different generations of employees in relation to the psychological factors of home office. The aim of the empirical investigation is to identify the influence of psychological factors on home office of representatives of all generations of employees performing mainly administrative activities in small, medium and large organizations in Prague. The respondents were representatives of all generations currently present on the labour market.

**Key words:** alternative working hours, generation, personality traits, working environment, home office, psychological factors