

## **Abstract**

This diploma thesis discusses the process of employee termination in corporate organizations, with special focus on the socio-psychological aspects of such actions from the point of view of all relevant parties (stakeholders). Firstly, it highlights the positive role of work in the life of a human being, and how its absence negatively demonstrates itself after the loss of employment. Secondly, the thesis evaluates specific methods of employee termination, their implementation, and identifies the role of HR specialists during the termination process with special attention to the ethical aspects. Thirdly, the consequences of layoffs are analyzed on several levels: with regard to the individuals affected by termination process, organizations that are laying off and the government. Subsequently, to identify recommendations, which would mitigate the negative consequences of such actions, the thesis explores potential solutions in the government employment policies and outplacement programs within the corporations. As part of corporate social responsibility it links the problem of termination with the reputation of the organization as a valuable and attractive employer on the market. Lastly, in two case studies, attention is also brought to the perception of the layoff process by concrete laid off individuals, discussing their experience and daily-life consequences of the loss of employment.