

Abstract

The aim of this thesis is to describe and evaluate the current legal system of legal acts aimed at termination of employment. I draw attention to shortcomings in the current legislation and propose solutions.

The first chapter focuses on the development of labour law. In describing there are searched historical connections that created and formed the labour law, its various institutes and its relationship to civil law.

The second chapter deals with the legal acts in general and the employment relationship. This part defines what a labour act is and what are its elements, which sets its non-validity, consequences of invalidity and particulars of employment.

The third chapter is a general introduction to the very issue of legal actions aimed at termination of employment.

In the fourth chapter there are defined the legal requirements of agreement and its applicability in the present time.

The fifth chapter deals with the notice and its requirements, especially legal reasons and statements of the time. The chapter is divided into two parts according to the subject which determines employment unilaterally. The first part describes the notice of the employee and the second is focused on the notice of the employer. The second is further divided into two subchapters. The first section describes the institute of times and its influence on the notice of the employer and the other contains the statutory grounds of the notice from the side of the employer. Consequently, this section will be divided according to legal reasons for termination.

The sixth chapter is about immediate termination of employment. This section is also subdivided, according to the person who does the act.

The seventh chapter describes the last legal action for termination of employment during the probationary period.

The conclusion summarizes the existing knowledge, assessment of current legislation and its recent changes. At the same time, I propose to address the current problems in legal action leading to the termination of employment.

Klíčová slova

právní úkon -

legal act -

skončení pracovního poměru -

termination of employment -

pracovní poměr

employment