

**ABSTRACT:**

This thesis deals with the theme of personal and working life balance of school employees. The thesis is divided into two parts. The first part covers the topic from theoretical point of view dealing with an importance of aligning of individual's life, principles and possibilities of implementation into HR policies of the organization. It also describes potential balancing measures for their personal and professional life. In more detail are described flexible working arrangements as the most common form of balancing. Mentioned situation here is balancing in the Czech Republic, especially in education.

The second, practical part consists of an empirical study, which was based on research using a questionnaire. The data were analyzed using the results of questionnaires completed by senior teaching staff. At the end of the survey data were compared with the main research question and subsequently evaluated.

**KEYWORDS:**

balance their personal and professional life imbalance, the principles of reconciliation, personnel (HR) policy