

Abstract

The diploma thesis deals with flexible forms of work in the Czech Republic. After the short introduction of the history and theoretical frameworks, particular types of alternative work forms used in the Czech labour market are presented. Readers are faced with part-time jobs, flexible work hours, home office and other. Special part is dedicated to occupying of part-time workers who are employed in the mode of Contract of Services, which is specific for Czech labour market and is involved in flexible work forms in this text. The great part of this thesis occupies case study, which was held at headquarters of one Czech company and which provides view of function of flexible forms of work on the side of the employer and employees as well. Data analysis offers mainly information coming from perception of alternative working forms by their users, which means employees, but by provider as well. Emphasis is placed primarily on evaluation of motives which lead into implementing and demanding of flexible work forms and also their advantages and disadvantages. Readers can find in analytic part also profiling of group of employees working in alternative working modes. These profiles are built-up from the view of the character of employees positions and from their individual characteristics as well. It is also possible to compare findings of the case study with outcomes from quantitative research named „Flexible work forms“ from 2012 thanks to short summary at the beginning of analytical part.

Keywords

labour flexibility, alternative forms of work, labour market, Czech Republic, work-life balance, human resources