

## **Abstract**

This dissertation, entitled “Invalid Termination of Employment, and Related Consequences”, aims to provide a comprehensive look into the issue of invalid employment termination by giving notice, immediately terminating an employment, or the employer cancelling employment during a trial period, and of the related consequences.

The dissertation is divided into three main chapters. The first chapter briefly characterizes employment as a special private relationship, and industrial conduct as a legal fact which results in establishing, altering, and terminating employment. Special attention is paid to the individual aspects of industrial conduct whose fulfilment is a prerequisite for perfect industrial conduct. The second chapter focuses on the consequences of faults in industrial conduct, intending mainly to alert the reader to the necessity of differentiating between seemingly legal conduct and invalid legal conduct. The second chapter then identifies and analyses reasons which cause a court to determine the invalidity of a notice, immediate employment termination, or employment cancellation during a trial period by the employer. The third chapter contains an analysis of consequences which may arise if a notice, immediate employment termination, or employment cancellation during a trial period by the employer has a defect that may cause a court to determine the invalidity of such legal conduct. A substantial part of the third chapter deals with the situation when an employer shows interest in maintaining their employment.