

Abstract

This diploma thesis deals with a termination of employment. Its aim is to analyze legal framework for the individual means of termination of employment with the emphasis on the termination of employment by legal action and to point out some problems in the application practice.

The thesis consists of an introduction, six chapters, which are further internally divided apart from the fifth chapter, and the conclusion. The first chapter contains the general characteristics of the institute of termination of employment, also the principles of its legal regulation are mentioned in this chapter, and it deals with the termination of the employment in general terms. Termination grounds may be divided into three groups, depending on the type of legal situation based on which the employment ends: termination of employment by legal action, by legal event and by decision of the competent public authority.

The focus of the thesis is on the second, the most extensive, chapter on termination of employment by legal action, which can be found in practice most often. In addition to the individual ways of terminating the employment, this chapter also discusses the issue of invalidity claims, which are closely linked to the termination of employment.

The third chapter deals with the termination of employment by legal event. The fourth chapter deals with termination of employment by decision of the competent public authority. The fifth chapter focuses on termination of employment established by an appointment. The last, sixth, chapter deals with the selected duties that the employer has towards the employee at the end of the employment. In this chapter, the focus is placed on the employer's duty to provide employees with a leave to find a new job, to provide the employee with a job certificate and with a work report. Also, individual cases where employees are entitled to severance pay are discussed here.

The conclusion includes an assessment of the applicable legislation regarding the termination of employment, points out some problems in the application practice, and also deals with selected topics *de lege ferenda*.

This work is based primarily on effective legal regulation, professional literature and rich jurisprudence in this area, especially of the Supreme Court of the Czech Republic.