

Abstract

This diploma thesis is dealing with legal acts aimed at the termination of an employment relationship. Its aim is to characterize each individual legal act aimed at the termination of an employment relationship and analysing the legislation behind them, but also to elaborate on individual conditions for their valid realization not only as amended by law, but also while using the wide judicature, which this area provides.

The thesis consists of an introduction, ten chapters, which are, except from the seventh and eight chapter, further internally divided, and the conclusion. In the introduction, the choice of the given theme is explained as well as the desired achievement of this diploma thesis. It also contains a brief introduction of the thesis' structure.

The first chapter consists of a description of the term labour law, its functions and position in the legal system, especially regarding its relation to civil law. Furthermore, the definitions of some fundamental terms related to labour law such as an employee, an employer and dependent work can be found in this chapter as well.

The second chapter shortly describes employment relations, an employment relationship, its termination in general, but also regarding other ways of terminating an employment relationship not dependant on human will. In the third chapter, the attention is given to legal acts, their most important division related to labour law and their essentials. The focus of this thesis lies in the fourth, the fifth, the sixth and the seventh chapter. Each chapter consists of an elaborate description of each legal act aimed at the termination of an employment relationship in the following order: the agreement on termination of an employment relationship, the notice of termination, the immediate termination of an employment relationship and the termination of an employment relationship during the probationary period.

The last three chapters are devoted to topics inseparable from the termination of an employment relationship. First of them is the delivery of legal acts aimed at the termination of an employment relationship, which is described in the eight chapter. The ninth chapter gives an introduction to the three fundamental obligations of an employer regarding the termination of an employment relationship. The nullity and invalidity of termination of an employment relationship are also not missed out and are described in the last, tenth chapter alongside the claims arising from invalid termination of an employment relationship.

The conclusion reflects on possible changes in the legislative area of legal acts aimed at the termination of an employment relationships.