

Resume - Care for the employees

The purpose of this diploma thesis was to summarize the legal regulation of employees' care in the Czech Republic. The current competitive environment forces businesses to innovate with the aim of reaching sustainable competitive advantage. Within the invisible assets, the human factor is getting more and more to the centre and becomes the leading factor which influences company's efficiency. That is why the importance of questions concerning personal tasks is growing.

In this context, issues concerning employees' care are also discussed to be an indivisible part of company's social policy. Even though the employees' care is in the Czech environment limited only to fulfilling the legal requirements, many businessmen start to realize the importance of quality employees' care for the company - mostly thanks to international standards in foreign companies.

All of these matters reflex not only in the real company's behavior (employers), but also in the current development of legal regulations, that they regulate in terms of employees' care. The legal regulation is currently being gradually liberalized; it solves only the basic issues and suggests which areas should be in the centre of attention of employers. Room for contracts among participant of labor-law relationships (collective and individual contracts) is created by that.

The protective function of labor law and understandably the occurrence of obligatory regulations also, dominate in some areas (special labor conditions of some employers, safety and protecting health during work).

Alter the primary delimitation of some of the basic definitions as a company's social policy, employees' care, labor conditions and others; I focused more on the essential boundary marks in labor law development that influenced by their content the employees' care itself.

In another part, I applied myself to current law modification with regard to international contexts and to analysis of particular institutes. The area of special employees' development was taken into detailed parts and I tend to think it highly contributes to business' success on the market and it also becomes a tool for employees' motivation.

The closing part of this thesis focuses on employees' benefits. These are such benefits that employers give their employees consentingly and above the scope of the basic legislative duties. I emphasize also on the importance of collective bargaining as increasing standards within employees' care.

The actual topic in social policy is also so called work-life balance and interrelated tuning of professional and personal life. Employers try to create more and more often a for-family environment in the workplace because they realize that employees' satisfaction reflects the quality of their work and their personal relationship to their company.

Among businesses, not only in Czech labor market conditions flared up a fight for scarce quality employees in last several years. Modern forms of employees' care represent a competitive advantage, highly strengthen company's image and positively influence productivity. That is why they become most dynamic and developing area of employees' care.