

This thesis deals with very modern topic of work-life balance. This balance is the basis of life satisfaction of every working person but it is finding its place in Czech companies culture very slowly. This thesis focuses on means which employers use for helping their employees to balance their professional and personal life, e.g. flexible work arrangements or company day care. It describes legislative conditions and real opportunities which employers have today if they want to help their employees with work-life balance. This thesis is largely theoretical. In the last part, it focuses on practical use of the arrangements in Czech companies. It provides basic information about the problem and tries to describe contemporary situation in the Czech Republic.