

Presented bachelor thesis focuses on outplacement as a useful tool of a personnel management. In the view of close coherency between outplacement and releasing of employees the first part of the text is devoted to releasing of workers from organizations and describes potential risks that are associated with this. The main part then discusses outplacement itself - its opportunities, content, forms, process of outplacement and its historical development. The text also introduces the results of current international research in the field of outplacement and research carried out in the Czech environment.