

The thesis deals with burnout syndrome as a phenomenon of our time which threatens individuals and organizations. In the theoretical part burnout is defined and its possible causes with individual and external factors are mentioned. Further the process of burnout is described and the psychosocial and physical symptoms, which indicate the syndrome, are given. Also potential consequences of burnout are discussed. Next chapter deals with factors that may act in the prevention of burnout in working life. There are both internal factors as resistance, motivation and self-management and external factors of occupational environment mentioned. Last theoretical chapter puts knowledge of burnout in the context of leadership and human resources management. It points to the possibilities of prevention of burnout in organization, attention is paid to knowledge management, talent management and diversity management. Further the personnel activities and their impact on prevention of burnout are referred. In the end importance of personal development, education, work-life balance and spirituality in prevention of burnout are mentioned. The empirical part consists of a questionnaire survey comparing risk of burnout among three age categories and an interview with a psychologist, who deals with the prevention of burnout. The conclusion summarizes the theoretical knowledge and empirical findings and recommendations for the prevention of burnout in professional and personal life are drawn.