

Abstract

This thesis deals with interpersonal relationships at a workplace. Its aim is to analyze the interrelationships of the selected company and map out subjective interpretations in the terms of employee relations. For these purposes the author uses interviewing techniques through interviews and observations, and based on their findings, she draws conclusions relating to both horizontal and vertical level relationships in the organization. The author formulates a positive and negative form of relationship through testimonies of respondents. She finds the differences between people preferring formal or informal dimension of the employment relationship, and at the same time she reveals several kinds of different strategies that people use in an effort of harmonious getting on at the workplace, both in the terms of prevention of bad relations and in connection with the intervention and the solution of the situation that has been problematic. The results show how "good" and "bad" relationships at the workplace are perceived through the eyes of respondents, nevertheless what is not confirmed, is the presumption that the negative form of relations will be most often represented by mobbing or sexual harassment at the workplace. Among respondents there is the concept of bad relationships linked primarily to the aspects of more moderate nature. At the same time the research points out the problematic issues in the functioning of the company and offers suggestions for improvement.