

ABSTRACT

The Master's thesis deals with work-related stress in its context; preventing and managing it; and compares approaches to preventing and managing work-related stress in the Czech Republic and the Nordic countries. Work-related stress may have a negative impact on physical and mental health or overall quality of life of an individual and it may bring negative implications for an organization. The thesis follows theoretical basis for work-related stress, its factors and consequences from the point of view of an individual as well as an organization. The attention is concentrated on the approaches to preventing and managing work-related stress in organizations in regard to the nature of a work activity, the management level or particular activities carried out by human resources management. It is focusing on stress management precautions taken on the European and national level and describes the process conducted during the development of a programme for preventing and managing work-related stress and its effectivity evaluation. The thesis deals with an analysis of the approaches to preventing and managing work-related stress in the Czech Republic in comparison to those employed in the Nordic countries. The analysis and the follow-up comparison pursues situation in handling the matter in the Czech Republic and the Nordic countries, the existing legislation, monitoring of working conditions and work-related stress, the implementation of the European framework agreement on work-related stress in individual countries, projects and other activities to prevent and manage work-related stress and examples of successful use in practice.

Keywords:

Stress, work-related stress, preventing work-related stress, managing work-related stress, stress management, working conditions