

Abstract

Presented rigorous thesis deals with legislation of employment termination and also institutions included in the employment termination. The termination notice is very frequented way of ending the employment although this unilateral juridical proceedings may be find as complications free, questions are arising during its application in place, and this thesis is trying to find satisfactory answers.

It can be considered, that application of the institute has been carrying on *contra legem*, especially in terms of application by the employer, as we can find in rich court juridical. Employers do not hesitate to terminate employment by using termination notice even though, they did not meet legal conditions or they just simply feign meeting legal conditions. It depends on the employee and his willingness with strength to undergo law enforcement of his claims at independent courts.

This thesis examines in detail the institute of dismissal, pointing out the historical adjustments and adjustments in international documents, closely devoting the employment itself, object, subject, content, commencement and duration of the employment and also employer duties connected to the employment. Thereafter the thesis deals with legal actions and their validity or otherwise. Delivering, typical for directed legal negotiations, is also closely researched in this thesis.

Pivotal part of this thesis is dedicated to dismissal reasons, with laying stress on prerequisites for dismissal itself, accompanied by the judicature related to dismissal reasons. In final chapters of this thesis a comparison between Czech national adaptation and Slovak adaptation was drawn. In the comparison I concluded that Slovak legal adaptation may be an inspiration for Czech Labour Code in many aspects, accompanied by considerations *de lege ferenda*, especially possibility of dismissal from the employer side without giving any reason.