

# **Abstract**

## **Status of senior employees**

This thesis deals with a special category of employees who have the task of managing, organising and checking the work of subordinate employees. It is often crucial for the employer's operations to have these senior employees in the company, especially to better ensure the organisation of work, where the employer may not have sufficient overview of all their employees, especially if it employs a large number of people.

Managers thus act as a necessary link between employers and rank-and-file employees, fulfilling the employer's will through their activities, thus facilitating the performance of the employer's activities, but also making it easier to manage a larger number of employees, which can also lead to greater success of the company.

Since this is a significant part of (almost) every work group, it can be considered more than appropriate to define as much knowledge as possible regarding the position of senior employees within one specific job type, where for this purpose not only various professional articles in periodicals, the authors of which are used with senior employees have dealt with in the past, but above all in this work, court jurisprudence is processed, with regard to insight into employment relations in practice.

Due to the nature of the chosen topic, it was necessary to work mainly with the descriptive method, or also with the method of comparison, however, *de lege ferenda* proposals are also presented, serving as a certain reflection on issues related to the status of managers.

This thesis first explains the basic concepts of labour law, providing a due introduction to the issues of labour relations of which senior employees are a part.

The definition of senior employees is then set out, a brief outline of their activities is given, together with a comparison with the previous legislation, and a proposal is made for the allocation of these staff. The thesis then focuses more closely on the establishment and termination of employment of managerial employees, as well as a description of their rights and obligations that they hold.

Finally, the thesis analyses the long-standing (and still current) issue of the concurrence of the employment of senior employees and the function (of a member) of the statutory body, outlining both the opinions of experts and the related case law, while *de lege ferenda* proposals are also described.

**Keywords: senior employee, dismissal, concurrence of functions**