

The thesis is a case study of a selected organization that deals with the issue of low return rate of women after maternity/parental leave. The theoretical framework is based on the identification of the key factors affecting women's return to work, including the Work Life Balance concept, C. Hakim's Preference Theory, the concept of employee turnover, R. A. Karasek's Demand-Control Model and J. Siegrist's Effort-Return Imbalance Model. The empirical part of the research relates to the research question identifying the factors that influence the low return rate of women to the mentioned organization. The research is based on two sources of data - analysis of selected documents, complementing the context of in-depth semi-structured research interviews. The sample consists of selected women of the mentioned organization. With regard to theories and other relevant documents, three significant factors influencing the low return of women to the said organisation were identified - the difficulty of the work, low financial remuneration and the nature of the work. The fourth less significant factor was the lack of communication from the organisation after women go on maternity leave. The research concludes with a discussion and a conclusion.