



Syllabus of Module

4. Legal Aspects of Personnel Management

Lecturer: Mgr. Bc. Marianna Kubušová, MBA, LL.M., ACC

Module Annotation

This module provides a comprehensive overview of employment relations in modern human resources management. It reflects the dynamic development of legislation, particularly the so-called "Flexible Amendment 2025" and changes in the digitalization of HR processes. Emphasis is placed on the practical application of law in the establishment, modification, and termination of employment relationships, the protection of employees under agreement-based contracts (DPP/DPČ), and emerging trends such as remote work (Home Office) and electronic document delivery.

Module Objective

The module is designed as a practical guide to the world of employment relations, leading students through the key principles of the Labour Code from the establishment to the termination of employment. Its aim is to equip students with the following competencies in particular:

- **Legislative orientation:** The ability to apply the current wording of the Labour Code following the major amendments of 2023–2025.
- **Effective digitalization:** The use of modern tools in the conclusion and delivery of employment law documents in accordance with the new legal framework.
- **Procedural correctness:** The flawless application of procedures for terminating employment relationships with regard to new time limits and statutory grounds.
- **Risk management:** The identification and elimination of managerial and legal risks arising from the incorrect application of labour law in HR practice.

Literature

1. TOMŠEJ, Jakub. *Zákoník práce s výkladem: včetně flexibilní novely 2025*. Grada, 2025. ISBN 978-80-271-8003-5. Dostupné také z: <https://www.bookport.cz/kniha/zakonik-prace-s-vykladem-14973/>.
2. TOMŠEJ, Jakub. *Zákoník práce v praxi: komplexní průvodce s řešením problémů*. 6. vydání. Právo pro praxi. Praha: Grada Publishing, 2023. ISBN 978-80-271-3981-1.
3. Zákon č. 262/2006 Sb., zákoník práce, ve znění pozdějších předpisů, Aktuální znění, Základní právní předpis (dostupný na zakonyprolidi.cz).

This syllabus is an updated version of the original module, modified to meet the needs of modern human resources management, drawing on the expert materials of doc. JUDr. Jakub Tomšej, Ph.D.