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The aim of the thesis „The influence of work-life balance programmes on employee turnover in contemporary organizations” was to define dependencies between work-life balance solutions used in organization and employee turnover level. It has been formulated basing on following premises:

- work is the most important human activity, that affects other aspects of his life;
- employees are expected to have new skills, bigger flexibility and availability;
- keeping work-life balance is one of the conditions of human capital protection and development;
- functioning in dynamic environment force organizations to react efficiently on changes and to create stable and flexible employment;
- employee turnover management is organization deliberate action.

The theoretical part of the thesis consists of three chapters. First chapter is about dilemmas of management of contemporary organizations, i.e. management during global competitiveness and variable surroundings, flexibility and stability of employment and diversity management. In the second chapter the aspects of work-life balance are presented, different contexts of understanding the term “work” are compared, its place and meaning in life and connections with other activities are indicated. Third chapter is devoted to the employee turnover. Factors determining processes that are occurring in organizations within employee turnover and its methods of measurement and analysis were presented.

The thesis includes also chapters illustrating conducted empirical research, that are a basis for practical part of the dissertation. Fourth chapter presents the methodology of authors' research, the characteristics of research problem and basic assumptions, as the aim and hypothesis of research, examined organizations and respondents. The analysis and evaluation of relations between solutions promoting work-life balance and employee turnover according to results of empirical research are presented in chapter five. Research results are presented in descriptive and graphical form, using tables and charts. Research hypothesis were statistically verified at this stage. The final result of research procedure is the model of work-life balance programme, developed on the basis of authors' conclusions, presented in chapter six. The reasons for preparation and possibilities of the use of the model in economical practice were pointed out.

The adopted aim to the thesis has been realized – basing on the theoretical consideration and the results of authors' research, the dependency between the work-life balance solutions used in organizations and the level of employee turnover has been confirmed.