

STUDY MODULE DESCRIPTION FORM		
Name of the module/subject Legal foundations of Human Resources Management		Code 1011102331011185028
Field of study Engineering Management - Full-time studies -	Profile of study (general academic, practical) general academic	Year /Semester 2 / 3
Elective path/specialty Marketing and Company Resources	Subject offered in: Polish	Course (compulsory, elective) elective
Cycle of study: Second-cycle studies	Form of study (full-time, part-time) full-time	
No. of hours Lecture: 15 Classes: 15 Laboratory: - Project/seminars: -		No. of credits 2
Status of the course in the study program (Basic, major, other) other		(university-wide, from another field) from field
Education areas and fields of science and art social sciences		ECTS distribution (number and %) 2 100%
Responsible for subject / lecturer: dr Agnieszka Krugielka email: agnieszka.krugielka@put.poznan.pl tel. 61 665 34 01 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań		
Prerequisites in terms of knowledge, skills and social competencies:		
1	Knowledge	Student has a basic knowledge of the common types of legal structures and organizations. The student knows the methods and tools needed to study law and human resources management.
2	Skills	student is able to interpret the basic legal events specific to the management of organizations. Student analyze the causes and course of legal phenomena. Students can prepare oral presentations.
3	Social competencies	Student is progressing in accordance with ethical and legal standards. Student is able to communicate and cooperate with others.
Assumptions and objectives of the course: To acquaint students with legal basis of human resources management.		
Study outcomes and reference to the educational results for a field of study		
Knowledge: 1. Student has knowledge on the science of context in relation to management sciences. Student know specific conceptual apparatus in relation to the management sciences. - [-] 2. Student is aware of the role of man in the development of organizational culture and ethics in management. - [-] 3. Student defines and characterizes the basic institutions of labour law. - [-] 4. Student correctly identifies the legal consequences of actions in human resources management. - [-] 5. Student has a thorough knowledge of ethical standards, their sources, their nature and impact of change on the organization. - [-]		
Skills: 1. Student successfully use legislation. - [-] 2. Student is able to use theoretical knowledge to describe of social phenomena. Student is able to formulate their own opinions and choose the critical data and methods of analysis. - [-] 3. Resolves legal issues related to labour law. - [-] 4. Student has the ability to apply this knowledge in different ranges and forms. - [-] 5. Student has the ability to understand and analyze social phenomena, enhanced by the ability to evaluate law phenomena. - [-]		
Social competencies:		

1. Caring for the performance of professional duties with respect for the law. - [-]
2. Student is aware of the need to retain a professional and ethical diversity of cultures and ideas. - [-]
3. Student is sensitive to the violation of the rights of others. - [-]
4. Student is aware of the interdisciplinary nature of knowledge. - [-]

Assessment methods of study outcomes

Forming rating:
 individual presentations and active participation in classes
 Summary rating:
 written test

Course description

Equal treatment and mobbing. Contract of employment. Contract for specific task performance. Contract for specified service. Elastic forms of employment. Employees evaluation. Termination of employment. Group redundancies. Outplacement. Paid/unpaid leave. Working time. Social services. Maternity leave. Parental leave. Bonus and prize. Interdiction of competitive activity.

Basic bibliography:

Additional bibliography:

Result of average student's workload

Activity	Time (working hours)
1. Lecture and exercises	30
2. consultation	3
3. preparation for the exercises	15
4. final test	2

Student's workload

Source of workload	hours	ECTS
Total workload	50	2
Contact hours	35	1
Practical activities	15	1