



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Foundations of labour law and management

Course

Field of study

Education in Technology and Informatics

Area of study (specialization)

Level of study

Second-cycle studies

Form of study

full-time

Year/Semester

2/3

Profile of study

general academic

Course offered in

Polish

Requirements

compulsory

Number of hours

Lecture

15

Laboratory classes

Other (e.g. online)

Tutorials

Projects/seminars

Number of credit points

1

Lecturers

Responsible for the course/lecturer:

dr Paulina Kubera

Responsible for the course/lecturer:

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Prerequisites

The student should have basic knowledge necessary to understand the social and legal implications of engineering activities, the ability to interpret social phenomena based on their knowledge using the sources indicated, understand the need to expand their competencies within the social sciences.

Course objective

Providing students with basic knowledge in the field of labor law and human resources management in the enterprise.

Acquiring by the students the ability to apply legal provisions when solving specific legal problems and putting forward their own solutions in this regard.



Raising legal awareness of students of technical studies.

Course-related learning outcomes

Knowledge

1. The student can define and characterize the basic legal institutions in the field of labor law [K1_W16].
2. The student can identify and describe concepts of human resources management in the organization related to labor law institutions [K1_W17].
3. The student is able to correctly recognize the legal consequences of specific activities in the field of human resources management [K1_W17].

Skills

1. The student can effectively use legal acts in managing of the personnel function in the enterprise [K1_U02].
2. The student can analyze and solve simple legal problems in the field of labor law [K1_U02].
3. The student can use the indicated sources of knowledge with understanding as well as acquire knowledge independently from other sources [K1_U02].

Social competences

1. The student performs professional duties respecting the law [K1_K02, K1_K06].
2. The student perceives interpersonal relations in the enterprise from the perspective of ethical and legal norms [K1_K07].
3. The student can make contribution in developing economic projects, taking into account the aspects of effective human resource management [K1_K08].

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment:

discussions summarizing particular lectures, solving legal problems during the classes that offers the opportunity to assess the student's understanding of the issues raised;

Summative assessment:

a written test carried out in the last class; passing threshold: above 50% of points .

Programme content

Characteristics of the employment relationship.

The notion of an employee and an employer. Rights and obligations of the parties.

Labour contract - the content and its form. Establishing an employment relationship. Types of labour contracts.



Comparison of the labour contract with the civil law contracts: mandate contract and the contract for specific work.

Management contract

Styles of human resource management and the legal form of employment

Working time. Employee leaves. Employee's parental rights.

Termination of employment contracts. Rights in the event of unjustified or unlawful termination of the employment contract.

Teaching methods

informative, problem-based, conversational lecture using a multimedia presentation

case studies, discussion

Bibliography

Basic

1. L. Florek - "Prawo Pracy", C.H.Beck 2019
2. T. Listwan (red.), Zarządzanie kadrami, Wydawnictwo C.H.BECK, Warszawa 2009
3. Kodeks pracy ustawa z dnia 26 czerwca 1974 r. (tekst jednolity: Dz. U. z 1998 r. Nr 21, poz. 94 ze zm.)

Additional

1. T. Liszcz - "Prawo pracy", WoltersKluwer 2019
2. M. Barzycka-Banaszczyk - "Prawo pracy" C.H. Beck 2019
3. Armstrong M., Zarządzanie Zasobami Ludzkimi, Wydawnictwo Wolters Kluwier 2016
4. Oleksyn T., Zarządzanie zasobami ludzkimi w organizacji, Wydawnictwo Wolters Kluwier 2014

Breakdown of average student's workload

	Hours	ECTS
Total workload	30	1,0
Classes requiring direct contact with the teacher	15	0,5
Student's own work (literature studies, preparation for tests) ¹	15	0,5

¹ delete or add other activities as appropriate