



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Labour law

### Course

Field of study

Safety Engineering

Area of study (specialization)

Integrated Management of Safety in Organization

Level of study

Second-cycle studies

Form of study

part-time

Year/Semester

1/2

Profile of study

general academic

Course offered in

Polish

Requirements

elective

### Number of hours

Lecture

10

Tutorials

10

Laboratory classes

Projects/seminars

Other (e.g. online)

### Number of credit points

3

### Lecturers

Responsible for the course/lecturer:

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Wydział Inżynierii Zarządzania

ul. J. Rychlewskiego 2, 60-965 Poznań

Responsible for the course/lecturer:

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### Prerequisites

The student should have the 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.

Acquiring the skills of applying legal provisions by students when solving specific legal problems and proposing their own solutions in this respect. Raising legal awareness of the engineering students.

### Course-related learning outcomes

#### Knowledge

- defining and characterizing basic legal institutions in the field of labor law,
- correctly identifying the legal phenomena related to engineering activities,
- recognising the legal implications of actions taken in the field of labor law, including those related to the financial burdens of e.g. social security,
- knowing the concepts of a human and the world of values, basic ethical categories, the role of a human in ensuring the reliability of functioning systems, considered in legal terms.

#### Skills

- ability to properly select legal regulations and information derived from them, assess them, conduct a critical analysis and synthesis of obtained information, formulate conclusions and comprehensively justify the adopted solutions,
- ability to apply legal provisions when analyzing and solving problems in the field of labor law and when making personnel decisions,

#### Social competences

- awareness of the occurrence of cause-and-effect relationships that are important in achieving the adopted goals and ranking the significance of alternative or competitive solutions, taking into account social sensitivity and implemented in respect for the rights of others.

### Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment: discussions summarizing particular lectures and tutorials, 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, separately for tutorials and lectures. The test consists of about 10 questions. Passing threshold: 55% of points

### Programme content

Lectures:

Characteristics of the employment relationship. The concept of an employee and an employer. Rights and obligations of the parties. Labour contract - the content and its form. Types of labour contracts. Comparison of the labour contract with the mandate contract and the contract for specific work (civil law contracts). Termination of the labour contract and employee's rights in the event of its unjustified or unlawful termination by the employer. Special employee rights related to parenthood.



**Tutorials:**

Working time. Vacation leave and free holidays. Equal treatment and mobbing. Settlement of individual disputes from the employment relationship. Non-competition clause. Certificate of employment.

**Teaching methods**

informative, problem-based, conversational lecture using a multimedia presentation case studies, discussion

**Bibliography**

Basic

1. Florek L. (2019), Prawo Pracy, C.H.Beck, Warszawa.

Additional

1. Liszcz T. (2019), Prawo Pracy, WoltersKluwer, Warszawa.
2. Barzycka-Banaszczyk M. (2019), Prawo Pracy, C.H.Beck, Warszawa.

**Breakdown of average student's workload**

	Hours	ECTS
Total workload	75	3,0
Classes requiring direct contact with the teacher	20	1,0
Student's own work (literature studies, preparation for tutorials, preparation for tests) <sup>1</sup>	55	2,0

<sup>1</sup> delete or add other activities as appropriate