



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Labour law

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### 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

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### Number of hours

Lecture

10

Laboratory classes

Other (e.g. online)

Tutorials

10

Projects/seminars

### Number of credit points

3

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### Lecturers

Responsible for the course/lecturer:

Ph.D., Paulina Kubera

Mail to: paulina.kubera@put.poznan.pl

Phone: 61-665-33-94

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

Responsible for the course/lecturer:

MSc. Elżbieta Malujda

Mail to: elzbieta.malujda@put.poznan.pl

Phone: 61-665-33-94

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

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### Prerequisites

Students should have basic knowledge necessary to understand social and legal implications of



engineering activities; the ability to use the indicated sources and to interpret social phenomena. Students should understand the need to expand their competencies within the social sciences.

### Course objective

- to provide students with basic knowledge in the field of labor law,
- to equip students with the ability of applying legal provisions when solving specific legal problems and proposing their own solutions in this respect,
- to raise legal awareness of the engineering students.

### Course-related learning outcomes

#### Knowledge

The student knows basic legal institutions in the field of labor law [P7S\_WG\_03],

The student can recognise legal implications of actions taken in the field of labor law, including those related to the financial burdens, e.g. social security system [P7S\_WG\_04],

The student is familiar with 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 [P7\_WK\_04].

#### Skills

The student can 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 [P7S\_UW\_01],

The student can apply legal provisions when analyzing and solving problems in the field of labor law as well as when making personnel decisions [P7S\_UW\_01].

#### Social competences

The student is aware 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 [P7S\_KK\_01].

### 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.

### 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, panel 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.

3. Gersdorf M., Rączka K., Maniewska E. & Raczkowski M. (2020).Prawo pracy. Pytania i odpowiedzi. WoltersKluwer, 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