



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Foundations of labour law and management [S1FT2>PPPiZ]

### Course

Field of study

Technical Physics

Year/Semester

1/2

Area of study (specialization)

–

Profile of study

general academic

Level of study

first-cycle

Course offered in

Polish

Form of study

full-time

Requirements

elective

### Number of hours

Lecture

15

Laboratory classes

0

Other

0

Tutorials

0

Projects/seminars

0

### Number of credit points

1,00

### Coordinators

dr Paulina Kubera

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### Lecturers

### 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
2. The student can identify and describe concepts of human resources management in the organization related to labor law institutions
3. The student is able to correctly recognize the legal consequences of specific activities in the field of

## human resources management

### Skills:

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

### Social competences:

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

## 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

The program includes legal aspects of human resources management, among others - establishing and terminating labour relationship, labour and non-labour forms of employment.

## Course topics

Characteristics of the employment relationship: what are the characteristic features of the employment relationship and what distinguishes it from other service contracts.

Parties to the employment relationship. Their mutual rights and obligations.

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.

Mobbing.

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 2023
2. M.Sidor-Rządkowska - "Zarządzanie personelem w małej firmie", Wolters Kluwer 2020
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. M.Gersdorf, K.Rączka, E.Maniewska, M.Raczkowski - "Prawo pracy- pytania i odpowiedzi". Wolters Kluwer 2020
2. M. Barzycka-Banaszczyk - "Prawo pracy" C.H. Beck 2023

3. R. Terlecki, N. Szok - "Prawo pracy w praktyce", C.H. Beck 2021

4. M. Armstrong - "Zarządzanie Zasobami Ludzkimi", Wydawnictwo Wolters Kluwer 2016

#### Breakdown of average student's workload

	Hours	ECTS
Total workload	25	1,00
Classes requiring direct contact with the teacher	15	0,50
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	10	0,50