



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Labor law [N2IBiJ1-JiEwBP>PrPr]

### Course

Field of study

Safety and Quality Engineering

Year/Semester

2/3

Area of study (specialization)

Quality and Ergonomics in Work Safety

Profile of study

general academic

Level of study

second-cycle

Course offered in

Polish

Form of study

part-time

Requirements

elective

### Number of hours

Lecture

10

Laboratory classes

0

Other

0

Tutorials

10

Projects/seminars

0

### Number of credit points

2,00

### Coordinators

dr inż. Marek Goliński

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### Lecturers

### Prerequisites

The student has the basic knowledge necessary to understand the social and legal conditions of conducting engineering activities. The student has the ability to use the indicated sources and interpret social phenomena. The student understands the need to expand their competences in the field of social sciences.

### Course objective

Providing students with basic knowledge of the requirements for entrepreneurs and other organizations in the field of labor law, the principle of legal liability and the use of law in solving specific legal problems.

### Course-related learning outcomes

Knowledge:

1. The student knows in-depth development trends and good practices regarding security management, in particular data security in organizations in local and global terms [K2\_W04].
2. The student knows in depth the principles of information flow, communication, legal and regulatory conditions affecting data protection, characteristic of the area of organization security management [K2\_W14].

#### Skills:

1. The student is able to use methods and tools for solving complex and unusual problems as well as advanced information and communication techniques characteristic of the professional environment related to data management and protection in organizations [K2\_U02].
2. The student is able to select and apply computer-aided tools for solving problems characteristic of managing the sphere of data protection in organizations [K2\_U08].

#### Social competences:

1. The student is critical of his knowledge, is ready to consult experts when solving cognitive and practical problems, continuous training in the IT industry and legal regulations, in particular related to data protection in the area of security management in organizations [K2\_K01].
2. A student correctly identifies and resolves dilemmas related to broadly understood security, especially in the area of data, understands the need to make the public aware of the need to shape security in various areas of the organization's functioning [K2\_K02].

### Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Lecture: assessment forming discussions summarizing individual lectures, legal problems solved during classes, giving the opportunity to assess the student's understanding of the issues.

The knowledge acquired during the lecture is verified by two 15-minute colloquia, each of which consists of 5-10 questions, scored differently, the need to pass both colloquia.

Exercises: the knowledge acquired during the exercises is verified by two 15-minute colloquiums, each of which consists of 5-10 questions, scored differently. Both tests must be passed.

Grading scale:

0 - 50 pkt - 2.0;

51-60 pkt - 3.0;

61-70 pkt - 3.5;

71-80 pkt - 4.0;

81-90 pkt - 4.5;

91-100 pkt - 5.0

### Programme content

Lecture:

Characteristics of the employment relationship and its scope. Principles of labor law. Sources of labor law. Employment relationship and grounds for establishing an employment relationship. The concept of employee and employer. Employment contract and its types. Rights and obligations of the parties to the employment relationship. Employment contract and civil law contracts - similarities and differences.

Termination of the employment contract.

Exercises:

Working time. Remote work. Right to leave. Responsibility in labor relations. Employee's parental rights. Equal treatment and mobbing. Certificate of employment.

### Course topics

none

### Teaching methods

Information presentation, discussion with problem solving, discussion with the use of multimedia presentation, case method, discussion.

The lecture is conducted using distance learning techniques in a synchronous mode.

Acceptable platforms: eMeeting, Zoom, Microsoft Teams.

### Bibliography

Basic:

1. Ludwik Florek, Łukasz Pisarczyk, "Prawo pracy", C. H. Beck 2021.

2. Ustawa Kodeks pracy z dnia 26 czerwca 1974 r. (Dz. U. z 2022 r. poz. 1510 t.j.).

3. Ustawa Kodeks cywilny z dnia 23 kwietnia 1964 r. (Dz. U. 2022 r. poz. 1360 t.j.).

Additional:

1. Eliza Maniewska, Krzysztof Rączka, Michał Raczkowski, "Prawo pracy. Pytania i odpowiedzi", Wolters Kluwer 2020.

2. Majchrzak J., Goliński M., Matura W., The concept of the qualitology and grey system theory application in marketing information quality cognition and assessment, Central European Journal of Operations Research, 2020, Vol. 28, No. 2.

### Breakdown of average student's workload

	Hours	ECTS
Total workload	50	2,00
Classes requiring direct contact with the teacher	20	1,00
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	30	1,00