



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Labour Law [S1DSwB1>PrPr]

Course

Field of study

Data Science in Business

Year/Semester

3/6

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

15

Projects/seminars

0

Number of credit points

2,00

Coordinators

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Lecturers

Prerequisites

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

Course objective

Providing students with basic knowledge on the principles of labor law, shaping the mutual rights and obligations of the parties to an employment relationship, legal liability in employment relations and the application of legal provisions in solving specific problems in the field of labor law.

Course-related learning outcomes

Knowledge:

Characterizes the basic elements of the employment relationship, the parties involved, and their mutual rights and obligations [DSB1_W06].

Describes various types of employment contracts and compares them with civil law contracts, such as contracts of mandate and contracts for specific work [DSB1_W08].

Explains procedures for terminating and modifying employment contracts and methods of resolving labor law disputes [DSB1_W09].

Skills:

Analyzes systemic and non-technical aspects of labor law, including regulations related to equal treatment of employees, working hours, and remuneration [DSB1_U06].

Conducts a critical analysis of the functioning of the labor law system, considering issues such as mobbing, atypical employment, and protection of employees' rights [DSB1_U07].

Argues legal issues related to the employment relationship, evaluating the legal consequences of different forms of employment and employee rights [DSB1_U11].

Social competences:

Critically analyzes their own knowledge and skills in labor law and strives for continuous updates in the context of changing regulations [DSB1_K01].

Takes responsibility for making labor law-related decisions, considering the ethical and social aspects of employment [DSB1_K05].

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment: discussions summarizing each lecture and tutorial; solving specific legal problems during classes, giving the opportunity to assess the student's understanding of the issues.

Summative assessment: Tutorials: written test which consists of 10 questions (7 test questions for 1 point + 1 open question for 3 points). The passing threshold is 6 points. Lectures: a written exam which consists of 3 open questions; each question for 3 points. The passing threshold is 5 points.

Programme content

To familiarize the student with the key institutions and problems of labor law.

Course topics

Lectures:

Characteristics of the employment relationship. Parties of the employment relationship, their mutual rights and obligations. Establishing an employment relationship. Types of employment contracts. Comparison of an employment contract with civil law contracts - a contract of mandate and a contract for specific work; management contract. Termination and amendment of employment contracts. Rights in the event of unlawful termination of an employment contract. Resolving disputes in the field of labor law.

Tutorials:

Equal treatment of employees. Mobbing. Remuneration for work. Working time. Vacation leave and other breaks from work. Employee rights related to parenthood. Atypical employment - temporary work, remote work.

Teaching methods

informative, problem-based, conversational lecture using a multimedia presentation case method (solving cases in the field of labor law), presentations, discussion

Bibliography

Basic:

L. Florek, Ł. Pisarczyk- "Prawo pracy", C. H. Beck, Warszawa 2021

Additional:

T. Liszcz - "Prawo pracy", WoltersKluwer 2019

M. Barzycka-Banaszczyk - "Prawo pracy" C.H. Beck 2019

P.Kubera- "Nudging in the workplace: moving beyond the traditional management toolbox" , Zeszyty Naukowe Politechniki Śląskiej. Organizacja i Zarządzanie - 2023, nr. 172, s. 367-387

Breakdown of average student's workload

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