

Subject card

Subject name and code	Labor law and basic of hr administration, PG_00136455						
Field of study	Management						
Date of commencement of studies	October 2023	Academic year of realisation of subject			2024/2025		
Education level	Master's studies	Subject group			Obligatory subject group in the field of study		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			Polish		
Semester of study	4	ECTS credits			2.0		
Learning profile	academic	Assessment form			credit		
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Piotr Zieliński				
	Teachers		dr Maria Lewandowicz				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	0.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		0.0		0.0	15
Subject objectives	The aim of the course is to provide students with basic, selected content in the field of labor law and personnel administration issues.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_W02] The student has an expanded knowledge of the relationship between the disciplines of the social sciences crucial to understanding the essence of economic processes.	- The student has advanced knowledge of the relationship of labour law norms to other legal norms and norms of other normative systems.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
	[ZARZMU2_K08] The student understands the need to behave ethically, sustainably, and socially responsibly in professional life. The student can initiate actions for the public interest.	- The student is able to assess the behaviour of the employer and employee in terms of compliance with labour law.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report
	[ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.	- The student is able to assess the significance of labor law norms and subject them to axiological reflection.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report
	[ZARZMU2_W01] The student has an expanded knowledge of the social sciences with particular emphasis on the discipline of management and quality sciences and understands their connections with other social sciences.	- The student has advanced knowledge of labor law norms and the role of judgments of common courts and the Supreme Court.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
	[ZARZMU2_U07] The student can search for detailed information to make rational and complex decisions of an operational and strategic nature in enterprises.	- The student is able to use the Internet System of Legal Acts and search for the legal regulations that interest him. - The student is able to interpret labor law norms from labor law regulations.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report
[ZARZMU2_U03] The student can consider its ethical, social and environmental implications in decision-making. The student can initiate actions for the social environment and public interest.	- The student is able to analyze the behavior of the employer and employee in terms of compliance with labor law standards, but also ethical and moral standards. - The student is able to distinguish ethics from morality.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report	
Subject contents	<ol style="list-style-type: none"> 1. The concept, subject and systematics of labor law. 2. Functions of labor law. 3. Principles of labor law. 4. Sources of labor law (in particular: the concept, systematics, hierarchy) 5. Characteristics of the employment relationship). 6. Establishment of a contractual employment relationship. 7. Termination of a contractual employment relationship. 8. Remuneration for work. 9. Obligations of the parties to the employment relationship. 10. Employee leave. 11. Working time. 12. Employee liability. 		
Prerequisites and co-requisites	Passing the exercises in this subject.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Project or presentation	51.0%	100.0%
Recommended reading	Basic literature	1. Stelina J., Labor law, Warsaw 2023.	
	Supplementary literature	1. Florek L., Pisarczyk Ł., Labor law, Warsaw 2023.	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Prepare a presentation on the types of employee liability.		
Work placement	Not applicable		

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