



Managerial Labour Law

General data

Course code:	
ECTS credits:	6
Type of the course:	Elective course (C)
Semester:	Spring Semester 3
Course restrictions:	-
Course leader (with availabilities):	<i>Dr. Zsófia ÁSVÁNYI, Associate Professor</i> + 36 72 501 599/ 63114 asvanyizs@ktk.pte.hu <i>office: B217</i>
Further lecturer(s) (with availabilities):	-

1. Description and aims

The general aim of the course is to make students understand the link between the international and national legal framework of employment and human resource management. During the weekly sessions we list, examine, understand and compare legal regulations that apply to managerial HR decisions in various countries.

2. Intended Learning Outcomes (ILOs)

Upon the successful completion of this course, students should be able to:

CILO 1. define the basic concepts of labour law and their place in business operations (PILOs 1, 4);

CILO 2. understand the features of the employment relationship and distinguish it from contract-based work (PILO 1);

CILO 3. interpret international and domestic labour law standards and highlight their applicability in managerial work (PILO 3);

CILO 4. raising students' awareness towards ethical and legal approaches in human resources management and managerial work in general (PILO 3);

CILO 5. make meaningful and lawful proposals to solve employment challenges (PILO 5);

CILO 6. express opinion in a professionally reasoned and responsible manner, taking into account the possible consequences of decisions (PILO 8).

(The remarks in brackets express each CILO's connection to the Programme Intended Learning Outcomes (PILOs).)

3. Content, schedule



1. Differentiating between employment relationship and contract-based work
2. Nature, goal and segments of labour law
3. International sources of labour law: EU and ILO legislation
4. Domestic sources of labour law: Legal provisions, Collective agreement, Employment contract
5. Managerial responsibilities related to labour law
6. Legal regulations of the employment relationship
 - a. Establishing the employment relationship
 - b. Working time regulations
 - c. Labour regulations on wages
 - d. Termination of the employment contract
 - e. Atypical work arrangements
7. Dealing with unionised workers
8. Anti-Discrimination Law in the European Union
9. In-class presentations

4. Learning and teaching strategy, methodology

Principal teaching methodologies:

Short and interactive lectures delivered and moderated by module leader: The core content of the course is delivered by the module leader, establishing a common understanding of labour law and its impact on human resource management and business operations. (CILOs 1, 2, 3)

Professional in-class discussion: Strongly attached to lecture topics, students are highly encouraged to pose questions, comment and start a dialogue with each other and the module leader. The module leader moderates professional dialogue. (CILOs 1, 2, 3, 4)

In-class presentations: After covering all topics during the semester together in class, students present their solution to one specific employment challenge indicating all applicable labour law regulations from their home countries in line with international labour standards. (CILOs 5, 6)

Video: An explanatory video is provided to students to summarise the legal framework of HRM, which is essential background information for the related studies. (CILOs 1, 2, 3)

5. Assessment

Formative assessment elements:

Formative assessment is an integral part of the learning process. During the whole course, students are highly encouraged to take an active part in lectures via discussions and they continuously receive feedback from module leaders and each other.

Summative assessment elements:

Individual Assessment	70%	Group Assessment	30%
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Name of the element	Weight	Type	Details	Retake opportunity	Req.*	Related CILOs
Closed book final exam	70%	individual written exam	Covers lecture topics	Yes	Yes	1, 2, 3, 4



Team/Pair presentations	30%	oral group work coursework	The solution to one specific employment challenge indicating all applicable labour law regulations from the home countries of students	No	No	5, 6
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* Req.: Completion of the element is required to pass the course, irrespective of the performance in other elements.

6. Learning materials

- Essential
 - Lecture .ppts
 - Ásványi, Zs. (2022): Strategic Human Resource Management. Wolters Kluwer. ISBN 978-963-594-028-8 <https://pea.lib.pte.hu/handle/pea/34185>
 - International Labour Organization’s legislation <https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12030:0::NO::>
 - European Union’s labour-related legislation <https://eur-lex.europa.eu/homepage.html?locale=en>
 - National Labour Codes and further domestic legislation related to employment
- Recommended
 - Mathis, R. L., Jackson J. H., Valentine S. R., Meglich P. A. (2020): Human Resource Management, Cengage Learning, 16th Edition. ISBN 978-0-357-03385-2
 - Dessler, G (2019): Human Resource Management, Pearson. ISBN 978-1-292-30-912 5

7. Further information

International aspects embedded with the course
International labour standards (EU directives, ILO conventions) as well as legal regulations of students' countries of origin are discussed in class. Case law examples brought and discussed by students from their countries of origin.
Ethics, Responsibility & Sustainability (ERS) aspects embedded with the course
The overall course aims to raise awareness of students to legal regulations reflecting ethical standards at work. Topic in line with SDG8 (decent work for all).
Connections to the world of practice of the course
The final proposals of students provide insights into business challenges solving employment situations managers usually face. Students’ work experience is more than welcome during the whole course.