



Managerial Labour Law

General data

Course code:	M23VZC08E
ECTS credits:	6
Type of the course:	Elective course (C) - This course is one of the elective courses of the Strategic HRM Certificate Programme
Semester:	Spring Semester (3)
Course restrictions:	-
Course leader (with availabilities):	<i>Dr. Zsófia ÁSVÁNYI, Associate Professor</i> asvanyizs@ktk.pte.hu <i>office: B217</i>
Further lecturer(s) (with availabilities):	-

1. Description and aims

The course aims to help students understand the link between the international and national legal frameworks for employment and human resource management. During the weekly sessions, we list, examine, analyse, and compare the legal regulations that apply to managerial HR decisions across 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 7);

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

CILO 6. express opinion professionally and responsibly, taking into account the possible consequences of managerial 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. 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
6. Dealing with unionised workers: Industrial relations; Rights of labour unions; Right to strike
7. Anti-Discrimination Law in the European Union
8. In-class presentations

4. Learning and teaching strategy, methodology

Principal teaching methodologies:

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

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

Professional in-class discussion: Students are strongly encouraged to engage with lecture topics by posing questions, commenting, and starting a dialogue with each other and the course leader. The course leader moderates in-class professional dialogue. (CILOs 1, 2, 3, 4)

In-class presentations: Students present their solutions to a specific employment challenge, identifying all applicable labour law regulations from their home countries in line with international labour standards. (CILOs 5, 6)

5. Assessment

Formative assessment elements:

Formative assessment is an integral part of the learning process. During the course, students are strongly encouraged to actively participate in class discussions. They continuously receive feedback from course leaders.

Summative assessment elements:

Individual Assessment		100%	Group Assessment		0%	
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
Case presentation	30%	oral individual coursework	The solution to one specific employment challenge with all applicable international and domestic labour law regulations	Yes	Yes	5, 6



* Req.: Completion of the element is required to pass the course, irrespective of the performance in other elements.

6. Use of AI

The use of artificial intelligence tools is fully permitted throughout the course, provided that their application is properly referenced in all cases and does not compromise the independent achievement and fulfilment of the learning outcomes defined in the syllabus.

7. Learning materials

- Essential
 - Ásványi, Zs. (2022): Strategic Human Resource Management. Wolters Kluwer. ISBN 978-963-594-028-8 <https://pea.lib.pte.hu/handle/pea/34185>
 - Lecture .ppts
 - Video provided by the course leader during class
 - International Labour Organisation’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
 - Servais, J-M. (2022): International Labour Law, Wolters Kluwer, The Netherlands. ISBN: 978-94-035-4660-5
 - Jaspers T., Pennings F., Peters S. (2024): European Labour Law. Intersentia Ltd, Cambridge, UK. ISBN: 978-1-83970-309-6
 - 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

8. Further information

International aspects embedded with the course
The class discusses international labour standards (EU directives and ILO conventions) and the legal regulations in students' countries of origin. Students from their countries of origin bring case law examples and discuss them.
Ethics, Responsibility & Sustainability (ERS) aspects embedded with the course
The overall aim of the course is to raise students' awareness of legal regulations that reflect ethical standards at work. The anti-discrimination topic and discussion introduce the foundations for ethical and socially responsible workplace management. The topic aligns with SDG 8 (Decent work).
Connections to the world of practice of the course
Students' final proposals provide insights into business challenges and employment situations that managers usually face. Students’ work experience is welcome throughout the course.