

Work programme of the course:

Course title	LABOUR LAW
Level of higher education (degree)	FIRST (BACHELOR)
Field of study	07 MANAGEMENT AND ADMINISTRATION
Major	073 MANAGEMENT
Program subject area	MANAGEMENT (ENGLISH)
Status of the discipline	Compulsory
Mode of studies	FULL-TIME, PART-TIME, E-LEARNING
Total number of hours/ ECTS credits	150 HOURS /5 ECTS CREDITS
Language of instruction	ENGLISH
Lecturer	NAUMOVA OLENA OLEKSANDRIVNA ASSOC. PROF., PH.D.
Lecturer's profile	https://www.krok.edu.ua/ua/pro-krok/spivrobitniki/naumova-olena-oleksandrivna
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Consultations	CONSULTATIONS IN MS TEAMS: FRIDAY, 11:00 A.M.-11.30 A.M. http://surl.li/mqkxjm %22%7d

1. Brief summary of the course

This course introduces students with the knowledge and understanding of the background to labor law. This course provides deeper knowledge in all aspects of labor law: labor relations that arise in the exercise of the employee's right to work and rest; concluding and terminating employment agreements, fulfilling collective agreements; employment; compliance with labor legislation; consideration of labor disputes at the national level.

The objectives of this course are to equip more economists with the tools in labour law.

2. Learning outcomes

General Competencies (GS):

GC 1. Ability to exercise one's own rights and responsibilities as a member of society, realize the values of civil (democratic) society and the need for its sustainable development, the rule of law, human and civil rights and freedoms.

GC 15. Ability to act on the basis of ethical considerations (motives).

GC 16. Ability to make decisions and act in compliance with the principle of inadmissibility of corruption and any other manifestations of dishonesty.

Professional Competencies (PC):

PC 6. Ability to act socially responsible and consciously.

PC 13. Understand the principles and norms of law and use them in professional activities.

Program learning outcomes (PLO):

PLO 1. Know one's own rights and responsibilities as a member of society, be aware of the values of civil society, the rule of law, human and civil rights and freedoms.

PLO 12. Evaluate the legal, social and economic consequences of the organization functioning, including labor relations in the organization.

3. Course scope

Type of class	Total number of hours/ ECTS credits - 150 HOURS /5 ECTS CREDITS		
Total number of hours / mode of studies	full-time	part-time	e-learning
lectures	28	14	14
seminars / practical / laboratory classes	22	7	7
Individual work	100	129	129

4. Prerequisites

Fundamentals of Law, Private and Public Law.

5. Hardware and software

PC / laptop, Internet access, camera, microphone

6. Course policies – students must adhere to a code of academic integrity:

<https://int.krok.edu.ua/images/download/code-of-academic-integrity-2025.pdf>

Academic integrity is the presentation of one's own work and the proper recognition of the contribution of others.

Any violation of this principle constitutes academic dishonesty and may result in poor evaluation and disciplinary action.

Forms of academic dishonesty include:

- Plagiarism - presenting all or part of someone else's work as one's own in an academic exercise, such as an exam, a computer program, or a written assignment.
- Fraud - Using or attempting to use unauthorized materials during an exam or assignment, such as using unauthorized texts or notes or improperly obtaining (or attempting to obtain) a copy of an examination or exam answers.
- Promoting academic dishonesty - helping others commit an act of dishonesty, such as replacing an exam or completing a task for someone else.
- Fabrication - modification or transfer, without permission, academic information, or records.

7. PROGRAMME OF THE COURSE

TOPIC 1 The concept of labor law and labor relations

Historical development of labor law. Key principles of labor law: protection of workers' rights and social justice. Sources of labor law: statutes, collective agreements, and case law. The role of labor relations in the workplace: employer-employee dynamics. Types of labor relations: individual vs. collective labor relations. The concept of employment contracts: rights and obligations of parties. The role of trade unions and collective bargaining in labor relations. Dispute resolution mechanisms in labor law: mediation, arbitration, and litigation. The impact of labor law on economic stability and social cohesion. Challenges in labor law: globalization, technology, and changing work environments.

TOPIC 2 The employment contract

Types of employment contracts: permanent, temporary, and freelance. Essential elements of a valid employment contract: offer, acceptance, consideration, and mutual intent. Rights and obligations of employers and employees under the contract. Key clauses in an employment contract: job description, remuneration, working hours, and benefits. The role of collective agreements in shaping employment contracts. Termination of the employment contract: grounds and procedures. The concept of implied terms in employment contracts: good faith and fair dealing. Legal protections for employees in contract disputes. The impact of labor laws on employment contracts: minimum wage, non-discrimination, and workplace safety.

TOPIC 3 The concept and types of working time and leisure time

Legal framework governing working time: national laws and international standards. Types of working time: full-time, part-time, flexible, and shift work. Standard working hours: definitions and regulations. Overtime: legal provisions and employee rights. The concept of leisure time: definition and importance for worker well-being. Balancing working time and leisure time: implications for productivity and health. Paid leave entitlements: annual leave, sick leave, and parental leave. The impact of technology on working time: remote work and its challenges. The role of collective bargaining in regulating working time and leisure time.

TOPIC 4 Remuneration

Legal framework governing remuneration: national laws and international standards. Types of remuneration: wages, salaries, bonuses, and benefits. Minimum wage laws: purpose, regulations, and enforcement. The role of collective bargaining in determining remuneration. Pay equity and non-discrimination in compensation practices. Overtime pay: legal requirements and calculations. Incentive schemes and performance-related pay: advantages and challenges. The impact of taxation on employee remuneration. Remuneration transparency: disclosure requirements and their implications.

TOPIC 5 Labor discipline and responsibility of employees

Legal framework governing labor discipline: national laws and regulations. The concept of labor discipline: expectations and standards of behavior. Types of disciplinary actions: warnings, suspensions, and termination. Grounds for disciplinary action: misconduct, negligence, and violation of company policies. The role of employment contracts and company policies in establishing discipline. Procedures for enforcing labor discipline: investigation and due process. Employee rights in disciplinary proceedings: representation and appeal processes. The impact of labor discipline on workplace culture and productivity.

TOPIC 6 Termination of Employment

Types of termination: voluntary vs. involuntary termination. Legal framework governing termination: national laws and international standards. Grounds for termination: just cause, redundancy, and mutual agreement. Procedures for lawful termination: notice periods and documentation requirements. The role of employment contracts in termination processes. Employee rights upon termination: severance pay, final wages, and benefits. The concept of wrongful dismissal: definitions and legal remedies. The impact of collective bargaining agreements on termination practices.

TOPIC 7 Employment disputes

Common types of employment disputes: wrongful termination, discrimination, and wage disputes. The legal framework governing employment disputes: national laws and international standards. The role of employment contracts and workplace policies in dispute resolution. Mechanisms for resolving employment disputes: negotiation, mediation, and arbitration. The litigation process in employment disputes: steps and considerations. Employee rights during dispute resolution processes: representation and confidentiality. The impact of collective bargaining agreements on dispute resolution. Preventive measures to reduce employment disputes: training and communication strategies.

8. Course scheme

Topic	Number of hours									Control form
	Full-time			Part-time			E -learning			
	Lectures	Seminars /practical	Individua l work	Lectures	Seminars /practical	Individua l work	Lectures	Seminars /practical	Individua l work	
Module # 1										
TOPIC 1 The concept of labor law and labor relations	4	2	10	2	1	18	2	1	18	S, T, CS, P, C
TOPIC 2 The employment contract	4	2	15	2	1	18	2	1	18	S, T, CS, P, C
TOPIC 3 The concept and types of working time and leisure time	4	4	15	2	1	18	2	1	18	S, T, CS, P, C
Module #2										
TOPIC 4 Remuneration	4	4	15	2	1	18	2	1	18	S, T, CS, P, C
TOPIC 5 Labor discipline and responsibility of employees	4	4	15	2	1	19	2	1	19	IA, S, T, CS, P, C
TOPIC 6 Termination of Employment	4	2	15	2	1	19	2	1	19	S, T, CS, P, C
TOPIC 7 Employment disputes	4	4	15	2	1	19	2	1	19	S, T, CS, P, C
Total hours	28	22	100	14	7	129	14	7	129	-
TOTAL	150			150			150			-

Control form

IA – individual assignments

S – survey

T – test, mid-term tests

CS – solving case-studies

P – oral presentation

C – credit

9. Individual tasks

Individual tasks are an integral part of the educational process, as they contribute to the development of analytical skills, creative thinking and independence of students.

Content of an individual educational and research task (educational project)

The individual task consists of three types of questions, task options posted on the moodle platform:

1. Open question:

- o Requires a detailed, detailed answer based on theoretical knowledge and analysis of additional information.
- o Tests your understanding of the topic, ability to formulate your own opinions and argue your position.

2. Calculation task:

- o Involves performing certain calculations using formulas or economic models.
- o Tests knowledge of economic methods and the ability to apply them in practice.

3. Situational task:

- o Presents a real economic problem or case that needs to be analyzed and a solution proposed.
- o Tests your ability to apply theoretical knowledge to solve practical problems and make informed decisions.

Requirements for completing the task:

- Clear structure: Answers should be logically structured, contain an introduction, main body and conclusions.
- Argumentation: Each statement must be supported by arguments and references to sources.
- Accuracy of calculations: When performing calculations, it is necessary to observe accuracy and use appropriate units of measurement.
- Originality: Answers must be your own and contain no plagiarism.
- Design: The work must be designed in accordance with the requirements specified on the moodle platform.

10. Teaching methods

In the process of studying the discipline "Labour Law", various types of educational activities, teaching methods and technologies are used.

Types of educational activities:

1. Lectures: classes where the teacher presents theoretical and practical guidance material, analyzing the main concepts of Labour Law.
2. Seminars: interactive sessions in which students discuss topics, analyze case studies, and participate in group discussions that contribute to a deeper understanding of the material.
3. Practical classes: focus on the application of Labour Law concepts.

Teaching methods and technologies:

1. Presentations and multimedia materials: the use of slides, videos and graphs, which facilitate the perception of information and make the educational process more visual.
2. Active learning methods: include group projects, discussions, role-playing games, and brainstorming sessions that promote active student involvement in the process.
3. Case method: analysis of real business situations, which allows students to practically apply theoretical knowledge, develop critical thinking and decision-making skills.

Use of information technologies: interactive platforms for learning

11. Control methods

Control measures are used to determine the success of training. Control measures include current and final control.

Current control is carried out during practical (seminar) classes and is aimed at checking the level of preparedness of the student to perform a specific task.

The final control is carried out to evaluate the learning results after the end of the study of the discipline (semester control) or modules separated according to the working curriculum.

During the study of this course, the following forms of current control are used: a mid-term tests.

When studying this course, the following form of semester control is used: a credit.

12. Distribution of points received by students

Evaluation of student learning results is carried out according to the University scale (0-100, taking into account optional tasks - 120 points) and the national scale.

General course evaluation system: Participation in the work during the semester / credit – 70%/30%

All tasks must be written independently, plagiarism is prohibited, no references or citations are required. The quality and originality of your arguments are evaluated. The task should be presented in Moodle

13.1. Scoring scheme for the course

Type of educational activity	Max score	Max total score
Modules #1 & #2		
Solving case-studies (3 x 5 points)	15	
Surveys / Test (2 x 5 points)	10	
Oral presentation (2 x 5 points)	10	
Individual work (1 x 20 points)	20	
Mid-term test (2 x 7,5 points)	15	
Total for modules #1 & #2	70	
Semester-module control work	30	
Total for the course		100

13.2. Conditions for awarding points

1. Solving case-studies (Maximum Score – 5 Points)

- Completeness of the Solution (2 Points): All stages of the problem-solving process are correctly presented, and all formulas and methods are justified.
- Accuracy of Answers (2 Points): All numerical data and calculation results must be accurate.
- Clarity of Presentation (1 Point): Logical structure of the work, clear presentation of solutions, and correct terminology.

2. Tests (Maximum Score – 5 Points)

- Number of Correct Answers (5 Points): Students receive 0,25 points for each correct answer (total number of tests per session is 20).

3. Survey (Maximum Score – 5 Points)

- Correctness of Answers (3 Points): Answers to questions must be accurate and correct.
- Coverage of the Topic (2 Points): Answers should demonstrate knowledge of all key aspects of the topic.

4. Oral presentation (Maximum Score – 5 Points)

- Substance (2 Points): Completeness and depth of topic coverage, inclusion of relevant data and examples.
- Visual Presentation (2 Points): Quality of slides, use of graphics, clarity, and aesthetics.
- Communication Skills (1 Point): Ability to convey information to the audience, respond to questions, and engage listeners.

5. Individual Work (Maximum Score – 20 Points)

- Depth of Research (6 Points): Quality of topic analysis, use of various sources of information and literature.
- Structure and Formatting (4 Points): Adherence to formatting requirements, logical structure of the work, correctness of citations.
- Originality and Creativity (4 Points): Presence of personal conclusions, recommendations, and interesting ideas.
- Responses to Questions (6 Points): Engagement in presenting work results, participation in discussions, and feedback.

6. Mid-term tests (Maximum Score – 7,5 Points)

- Number of Correct Answers (5 Points): Students receive 0,25 points for each correct answer (total number of tests per session is 30).

13.3. Final assessment criteria

University scale	Ukrainian Grade
90 and higher	excellent
70–89	good
50–69	satisfactory
1–49	unsatisfactory

14. Methodological provision

Attention students: all educational and methodological materials (lecture plans and videos, presentations/seminar assignments/case-studies, etc.) are submitted in Moodle Course: Labour Law (Olena Oleksandrivna Naumova): <https://dist.krok.edu.ua/course/view.php?id=2225>

Link for Dspace

<https://dspace.krok.edu.ua/handle/krok/1251>

15. Recommended literature

Basic

1. Ray, D. E., Sharpe, C. W., & Strassfeld, R. N. (2019). *Understanding labor law*. Carolina Academic Press. – 416 p.

Additional

2. Hor Joydeep (2020). *Labour and Employment Law*. Wolters Kluwer, 2020. — 157 p.

16. Additional information on the discipline (educational component)

Certificates of completion for distance or online courses on the relevant topics may be credited provided that the requirements outlined in the corresponding regulation are met.

Work programme of the discipline:

Compiled by: Associate Professor of the Department of International Business, PhD in economics, Associate Professor Olena Oleksandrivna Naumova.

Approved: at the meeting of the Department of International Business (Protocol No. 2 dated September 17, 2024).