

DESCRIPTION OF THE COLLEGE

GENERAL INFORMATION		
Course leader	Ph.D. Duška Šarin	
Name of the course	Labor Law	
Study program	Professional Short Study Entrepreneurship	
Course status	Optional	
Year	Second year	
Point value and method of teaching	ECTS student load coefficient	4
	Number of hours (L+E+S)	(30+15+0)

DESCRIPTION OF THE COLLEGE
1.1. Objectives of the college
<p><i>The main objectives of the course are to provide students with the ability to identify the characteristics of different types of social relationships related to employment and to equip them with the skills to utilize legal rules governing these relationships.</i></p> <p><i>Through engagement with the subject matter, students will develop the ability to recognize which legal rules are crucial for managers' behavior in employee management. Additionally, the goal is to enable students to distinguish between various types of legal acts regulating employment relationships and to ensure proficiency in utilizing fundamental principles of different legal subsystems in relation to labor law.</i></p> <p><i>Students are expected to develop:</i></p> <p><i>General competencies:</i></p> <p><i>Mastery of the historical and cultural foundations of law to ensure proper understanding and utilization of legal norms in the field of labor relations.</i></p> <p><i>Acquisition of knowledge about elements of legal institutes and the ability to substitute and supplement the use of these institutes in the sphere of labor relations.</i></p> <p><i>Specific competencies:</i></p> <p><i>Proficiency in overseeing the implementation of legal regulations at a micro level within organizations.</i></p> <p><i>Ability to apply sanctions in organizations in case of violations of legal norms.</i></p> <p><i>Competence in analyzing individual parts of legal regulation and proposing changes in that area.</i></p>
1.2. Conditions for course enrollment
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1.3. Expected learning outcomes for the course		
<ol style="list-style-type: none"> 1. Identify the characteristics of establishing an individual employment relationship. 2. Analyze the characteristics of the content (elements) of an individual employment relationship. 3. Interpret the elements of non-compete clauses and assumptions regarding liability for damage incurred during work or related to work, as well as liability for damage resulting from a breach of rights in the employment relationship. 4. Differentiate between types and consequences (impact) of termination of employment on the rights and obligations of parties to the employment relationship. 5. Describe the process of labor dispute resolution (individual and collective) and the stages of labor disputes (individual and collective). 6. Analyze the characteristics of employee participation in decision-making and the content of collective labor law. 		
6.1. Course content		
<p>Definition and principles of labor law, main features and normative structure of Croatian labor law, sources of labor law; Individual employment relationship - establishment and types of employment relationships (IU 1)</p> <p>Working hours / Breaks and leave (IU 2)</p> <p>Privacy protection, dignity protection, protection of life and health of workers (IU 2)</p> <p>Salary and wage compensation; Inventions and technical improvements, Prohibition of competition between employees and the employer (IU 2)</p> <p>Liability for damage and compensation for damage (IU 3)</p> <p>Liability for damage and compensation for damage (IU 3)</p> <p>Repeat for MI 1</p> <p>Termination of employment contract (IU 4)</p> <p>Termination of employment contract - termination (IU 4)</p> <p>Exercise of rights and obligations arising from employment (IU 5)</p> <p>Exercise of rights and obligations arising from employment (IU 5)</p> <p>Employee participation in decision-making (IU 6)</p> <p>Collective agreements and collective labor disputes (IU 6)</p> <p>Repeat for MI 2</p>		
6.2. Types of teaching	<input checked="" type="checkbox"/> lectures <input type="checkbox"/> seminars and workshops <input checked="" type="checkbox"/> exercises <input type="checkbox"/> distance education <input type="checkbox"/> field work	<input checked="" type="checkbox"/> independent tasks <input type="checkbox"/> multimedia and network <input type="checkbox"/> laboratory <input type="checkbox"/> mentoring work <input type="checkbox"/> the rest <hr/> –
6.3. Obligations of students		
<p>The obligations of students are prescribed in detail in the Statute, the Rules of Study and the Instructions on Student Obligations. The key obligations of students are:</p> <p>ATTENDANCE AT CLASSES: students have an obligation to attend classes, actively monitor lectures and exercises, and participate constructively in classes, and in order to acquire the right to sit for the exam, it is necessary to attend classes in the percentages prescribed by the Study Regulations. For each student, his attendance at classes is recorded through the Infoeduk digital attendance system. The minimum obligations are;</p> <ul style="list-style-type: none"> • Full-time students must attend at least 70% of the total number of hours of classes in order to exercise the right to sign. 		

- *Part-time students must attend at least 50% of the total number of hours of classes in order to exercise the right to sign.*

EXAMINATION: in order to obtain a positive grade in the subject, it is necessary to obtain at least 54 points from the subject, but also at least 50% points for each learning outcome. The method of taking the exam is described in more detail in the section Assessment and evaluation of students' work during classes and on the final exam.

PRACTICAL WORK: Writing homework - solving cases from court practice and writing short essays on a given topic.

6.4. Monitoring of students' work (add X next to the appropriate form of monitoring)

Class attendance	X	Class activity	X	Seminar work		Experimental work	
Written exam	X	Oral exam		Essay		Research	
Project		Continuous verification of knowledge	X	Report		Practical work	
Portfolio							

6.5. Assessment and evaluation of student work during classes and at the final exam

Assessment and evaluation of students' work during classes and at the final exam is carried out based on the Study Regulations of the EFFECTUS University.

To improve students' progress in classes, lectures, exercises, continuous testing of knowledge (interim exams and activity in classes) and exams are conducted. In this way, students adopt smaller teaching units and master the course material more easily.

Assessment Structure and Student Activities

The course evaluation consists of class attendance, midterm exams, in-class activities, and a final exam. The total ECTS credits are 4, and the maximum number of assessment points students can achieve is 100.

1. Class Attendance

- *ECTS Credits: 1*
- *Learning Outcomes: 1-6*
- *Student Activity: Participation in lectures and exercises*
- *Assessment Method: Attendance records*
- *Maximum Points: 0*

2. Midterm Exams

- *ECTS Credits: 2.5*
- *Learning Outcomes: 1-6*
- *Student Activity:*
 - *Written exam with various question types:*
 - *Midterm 1: Covers Learning Outcomes 1, 2, and 3*
 - *Midterm 2: Covers Learning Outcomes 4, 5, and 6*
 - *Each outcome is assessed with two essay-type questions and one problem-solving question, requiring students to identify and solve a legal case or another legal issue.*
- *Assessment Method: Evaluation of correct answers*
 - *Midterm 1: Maximum 42 points (14 points per outcome)*
 - *Midterm 2: Maximum 42 points (14 points per outcome)*
- *Total Possible Points: 84*

3. In-Class Activities

- ECTS Credits: 0.5
- Learning Outcomes: 1-6
- Student Activity:
 - Writing assignments – solving legal cases and writing short essays on a given topic.
- Assessment Method: Evaluation of assignments and essays
 - Total Possible Points: 16

4. Final Exam*

- Learning Outcomes: 1-6
- Student Activity:
 - Participation in a written exam with various question types
 - Submission of written assignments
- Assessment Method: Evaluation of correct answers
- Total Possible Points: 0-100*

**FINAL EXAM - a student who, during the continuous assessment of knowledge, did not meet the requirements for passing the exam (achieved a total of at least 54 points in the course and met the lower point threshold for acceptance of each learning outcome, i.e. a minimum of 50% points for each learning outcome), can take the learning outcome of the course in the final exam. It is possible to get 100 points on the final exam. The student can get additional points on the Challenge learning outcome.*

A student who has not submitted homework will have the option of additional questions in the final exam to make up for homework points.

NAME OF THE LEARNING OUTCOME	INTERMEDIATE EXAM/EXAM	CLASS ACTIVITY	TOTAL
OUTCOME 1	14	1	15
OUTCOME 2	14	3	17
OUTCOME 3	14	3	17
OUTCOME 4	14	3	17
OUTCOME 5	14	3	17
OUTCOME 6	14	3	17
TOTAL	84	16	100

ASSESSMENT:

To achieve a positive grade in the course, the student must cumulatively fulfill two conditions: achieve a total of at least 54 (fifty-four) points in the course and meet the lower point threshold for acceptance of each individual learning outcome, which is 50% of the total points of the learning outcome.

Grades are calculated based on the following distribution of points:

NUMBER	OF	GRADE
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	POINTS	
	0,00 – 53,90	Unsufficient (1)
	54,00 – 64,90	Sufficient (2)
	65,00 – 79,90	Good (3)
	80,00 – 89,90	Very Good (4)
	90,00 i više	Excellent (5)
<p>The assessment is carried out in a transparent way by collecting points. The subject is evaluated with 100.00 points (with the possibility of obtaining an additional 8 points on the Challenge learning outcome).</p> <p>CHALLENGE LEARNING OUTCOME - the student through the Challenge learning outcome has the opportunity to obtain an additional maximum of 8 points; the student independently chooses one of the activities proposed in the first lesson, and has the option to independently propose an activity with which he wants to increase the number of points and, with the consent of the subject holder, achieves them according to the criteria of the subject. The points for the Challenge learning outcome are not distributed according to the learning outcomes, but the number achieved constitutes an additional number of points to the total number of points achieved according to the learning outcomes.</p> <p>Before taking the final written exam, each student must meet the prescribed conditions, which primarily means that they have attended the % of classes determined by the Study Regulations and that they have received an electronically coded permit to take the exam.</p>		
6.6. Mandatory literature and the number of copies in relation to the number of students currently attending classes in the course		
Title	Number of copies	Number of students
1. Milković, Darko; Trbojević, Goran: "Working relations", EFFECTUS, 2019.	50	50
2. Labor Law (OG 93/14, 127/17, 98/19, 151/22, 64/23)		
3. Teaching materials (lectures and exercises)		
6.7. Supplementary literature		
1. Bilić, Andrijana: Labor law, Školska knjiga, Zagreb, 2021.		
6.8. Methods of quality monitoring that ensure the acquisition of output knowledge, skills and competences		
<ul style="list-style-type: none"> • Statistical processing and analysis of exam results (checking for Gaussian curve/normal distribution of success, comparing and tracking exam results across different cohorts, analyzing understanding of individual modules/questions on the exam, etc.), • Conducting surveys among students, • Evaluation and self-assessment of instructors, • Achieved results and level of knowledge demonstrated during the preparation and defense of the final thesis (for students who choose a thesis in this subject), • Analysis of quality center manager reports, • Feedback from graduates on the usefulness of the content of this subject in their professional activities. 		