

DESCRIPTION OF THE COURSE

GENERAL INFORMATION		
Course Holder	dr. sc. Duška Šarin	
The name of the college	Labor Law	
Study program	Finance and Business Law	
Status of the College	Mandatory	
Year	2 nd Year	
Point value and method of teaching	ECTS coefficient of student workload	7
	Number of hours (P+V)	30+30

DESCRIPTION OF THE COURSE
1.1. <i>Objectives of the course</i>
<p>Students are expected to develop:</p> <p>a) General competencies:</p> <ul style="list-style-type: none"> Summarizing and identifying key facts and elements systematic and meaningful argumentation of the position Oral and written expression effective application of acquired knowledge <p>(a) Specific competencies.</p> <ul style="list-style-type: none"> interpretation and logical connection/differentiation of basic labour law concepts and institutes Assessment of the legality of the content and regularity of the employment contract assessment of the legality and regularity of decisions related to the termination of employment

1.2. *Requirements for enrolment in the course*

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1.3. *Expected learning outcomes for the course*

Students should be able to:

- I1 Identify the characteristics of establishing an individual employment relationship
- I2 Analyze the characteristics of the content (elements) of an individual employment relationship
- I3 Interpret the elements of non-competition and the assumptions of liability for damage caused at work and in connection with work, and liability for Damage by Violation of Employment Rights
- I4 Distinguish the types and consequences (impact) of termination of employment on the rights and obligations of the subjects of the employment relationship
- I5 Describe the course of the labour dispute (individual and collective) and the stages of the labour dispute (individual and collective)
- I6 Analyze the characteristics of the content of workers' participation in decision-making and the characteristics of the content of collective labor law

1.4. *Course content*

- 1. Definition and principles of labour law, main features and normative structure of Croatian labour law, sources of labour law; Individual employment relationship – establishment and
Types of employment (IU 1)
- 2. Working hours / Breaks and leaves (IU 2)
- 3. Protection of privacy, protection of dignity, protection of life and health of workers (IU 2)
- 4. Salary and salary compensation; Inventions and Technical Improvement, Prohibition of Competition of Workers with Employers (IU 2)
- 5. Liability for damage and compensation for damage (IU 3)
- 6. Liability for damage and compensation for damage (IU 3)
- 7. Repetition for MI 1
- 8. Termination of the employment contract (IU 4)
- 9. Termination of the employment contract - dismissal (IU 4)
- 10. Exercise of rights and obligations arising from employment (IA 5)
- 11. Exercise of rights and obligations arising from employment (IU 5)

12. Employee participation in decision-making (IU 6)
13. Collective agreements and collective labour disputes (IU 6)
14. Repetition for MI 2

1.5. *Types of teaching (put X)*

- | | |
|---|---|
| <input checked="" type="checkbox"/> lectures | <input type="checkbox"/> Independent tasks |
| <input type="checkbox"/> seminars and workshops | <input type="checkbox"/> Multimedia & Network |
| <input checked="" type="checkbox"/> exercises | <input type="checkbox"/> laboratory |
| <input type="checkbox"/> Distance education | <input type="checkbox"/> Mentoring work |
| <input type="checkbox"/> Field Teaching | <input type="checkbox"/> Other _____ |

1.6. *Student obligations*

The obligations of students are prescribed in detail by the Statute, Study Regulations, and Student Obligations Guidelines. The key obligations of students are:

ATTENDANCE: *students are obliged to attend classes, actively follow lectures and exercises, and participate constructively in classes, and in order to acquire the right to take the exam, it is necessary to attend classes in the percentages prescribed by the Study Regulations. For each student, their presence in class is recorded through the Infoeduka digital office system. The minimum obligations are;*

- Full-time students must attend at least 70% of the total number of classes to be eligible to sign.*
- Part-time students need to attend at least 50% of the total number of classes to be eligible to sign.*

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

**FINAL EXAM – a student who has not met the conditions for passing the exam during the continuous examination of knowledge (has achieved a total of at least 54 points in the course and has met the lower point threshold of adoption of each learning outcome, i.e. a minimum of 50% of the points of each learning outcome), may take the learning outcomes of the course at the final exam.*

**CONTINUOUS EXAMINATION: In order to make students progress more efficiently in class, continuous examinations of knowledge (2 intermediate exams) are carried out. In this way, students acquire smaller teaching units and master the subject material more easily.*

1.7. Student Work Tracking (Add X to the appropriate tracking format)

Attending classes	x	Teaching activity		Seminar paper		Experimental work	
Written exam	x	Oral exam		Essay		Research	
Project		Continuous Assessment*		Report		Practical work	
Portfolio							

1.8. Assessment and evaluation of students' work during classes and at the final exam

Evaluation and evaluation of students' work during classes and at the final exam is carried out on the basis of the Regulations on Studying of the EFFECTUS University of Applied Sciences. The linking of learning outcomes, teaching methods and assessment of learning outcomes is carried out as follows:

	Attending classes	Written exam	Project	Practical work	Altogether
I1		16			16
I2		16			16
I3		16			16
I4		16			16
I5		16			16
I6		16			16
OUT OF OUTCOME	4				4
ALTOGETHER	4	96			100



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	FORMS OF TRACKING	NAME OF LEARNING OUTCOMES	TEACHING METHOD	KNOWLEDGE ASSESSMENT METHOD	Maximum number of points	
	Written exam	OUTCOME 1 <i>Identify the characteristics of establishing an individual employment relationship</i>	lecture	<i>Exam in the form of an essay on a given topic: essay-type questions are used to check the acquisition of theoretical concepts related to critical thinking and obstacles in its development and application in solving business problems</i>	64	
			Asking questions			
			discussion			
		OUTCOME 2 <i>Analyze the characteristics of the content (elements) of an individual employment relationship</i>	lecture			
			discussion			
			Open Questions			
		OUTCOME 3 <i>Interpret the elements of non-competition and the assumptions of liability for damage caused at work and in connection with work, and liability for damage caused by violation of employment rights</i>	lecture			
			discussion			
		OUTCOME 4	lecture			



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		<i>Distinguish between the types and consequences (impact) of termination of employment on the rights and obligations of the subjects of the employment relationship</i>	<i>Asking questions</i>			
		<i>OUTCOME 5 Describe the course of a labour dispute (individual and collective) and the stages of a labour dispute (individual and collective)</i>	<i>lecture</i>		<i>16</i>	
			<i>Asking questions</i>			
		<i>OUTCOME 6 Analyze the characteristics of the content of employee participation in decision-making and the characteristics of the content of collective labor law</i>	<i>lecture</i>		<i>16</i>	
			<i>discussion</i>			
	<i>Attending classes</i>	<i>All outcomes</i>	<i>Lectures and exercises</i>	<i>Attendance records</i>	<i>4</i>	
	TOTAL POINTS				100	

<i>Type of student workload</i>	<i>Student Load Hours</i>	<i>ECTS credits</i>
Attending contact classes	60	2
Field Trips/Visits Outside the College	15	0,5
Independent study/research	30	1
Out-of-classroom preparation and preparation of seminars/presentations	0	0
Work on an out-of-classroom project assignment	0	0
Independent preparation for exams and exam time	60	2
Consultation activities	30	1
Other	15	0,5
TOTAL ECTS credits	210	7

RATING:

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

Grades are calculated based on the following distribution of points:

SCORE	RATING
0,00 – 53,90	Insufficient (1)
54,00 – 64,90	Sufficient (2)
65,00 – 79,90	Good (3)
80,00 – 89,90	Very good (4)
90.00 and more	Excellent (5)

Grading is carried out in a transparent manner by collecting points. The course is evaluated with 100.00 points (with the possibility of achieving an additional 8 points on the Challenge learning outcome).

CHALLENGE LEARNING OUTCOME - the student has the opportunity to earn an additional maximum of 8 points through the Challenge learning outcome; The student independently chooses one of the activities proposed in the first lesson, and has the opportunity to independently propose an activity with which he wants to increase the number of points and, with the consent of the course holder, achieves them according to the criteria of the course. Points for the Challenge learning outcome are not distributed according to the learning outcomes, but the number achieved makes an additional number of points to the total number of points achieved according to the learning outcomes.

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 encrypted permission to take the exam.

1.9. Required reading and number of copies in relation to the number of students currently attending classes in the course

<i>Title</i>	<i>Number of copies</i>	<i>Number of students</i>
<i>Milković, Darko; Trbojević, Goran (2019): Labor Relations, Effectus</i>	5* *students receive compulsory literature in permanent ownership	100
<i>Labour Act (OG 93/14, 127/17, 98/19, 151/22, 64/23)</i>	-	-
<i>Teaching materials (lectures and exercises)</i>	-	-

1.10. Supplementary literature

Bilić, Andrijana (2021): Labour Law, Školska knjiga, Zagreb

1.11. Ways of quality monitoring that ensure the acquisition of output knowledge, skills and competencies

- *analysis of exam results, achieved results, level of understanding and knowledge during exercises, practical tasks and group work,*
- *conducting a survey among students,*
- *The evaluation of the teacher,*
- *achieved results and level of knowledge presented during the preparation and defense of the final thesis (students who choose a graduate thesis in this course),*
- *analysis of the Quality Centre's reports and*
- *Feedback from students who have already graduated and their employers on the usefulness of the content of this course in the performance of the work they do.*