

DESCRIPTION OF THE COLLEGE

GENERAL INFORMATION		
Course Holder	Ph.D. Duška Šarin dr.sc. Marija Kovačević	
Name of the College	Labour Law	
Study program	Finance and Business Law	
Status of the College	Mandatory	
Code	RP-23	
Year	Year 2	
Point value and method of teaching	ECTS Student Workload Coefficient	7
	Number of hours (P+V)	30+30

DESCRIPTION OF THE COLLEGE
1.1. <i>Objectives of the course</i>
Students are expected to develop: a) general competencies: • Summarizing and identifying key facts and elements • systematic and meaningful argumentation of points of view • Oral and written expression • effective application of acquired knowledge (A) Specific competencies. • Interpretation and logical linking/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*

--

1.3. *Expected learning outcomes for the course*

Students should be able to:

- I1 Identify the characteristics of the establishment of an individual employment relationship
- I2 Analyze the characteristics of the content (elements) of the individual employment relationship
- I3 Interpret the elements of the prohibition of competition and the prerequisites for the relationship of liability for damage committed at work and in connection with work, and liability for
Damage to the Employment Relationship
- I4 Distinguish the types and consequences (impact) of termination of employment on the rights and obligations of the subjects of employment
- 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. *The content of the course*

- 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 / Vacations and vacations (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 between Workers and Employers (IU 2)
- 5. Liability for damage and compensation for damage (IU 3)
- 6. Liability for damage and compensation for damages (IU 3)
- 7. Repetition for MI 1
- 8. Termination of employment contract (IU 4)
- 9. Termination of employment contract - dismissal (IU 4)
- 10. Exercising rights and obligations arising from employment (IU 5)
- 11. Exercising rights and obligations arising from employment (IU 5)
- 12. Worker 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)			☒ Lectures ☐ Seminars and workshops ☒ Exercises ☐ Distance education ☐ Field Teaching		☐ Independent tasks ☐ Multimedia & Network ☐ Laboratory ☐ mentoring work ☐ other _____		
1.6. Obligations of students							
Student obligations are prescribed in detail by the Statute, the Study Regulations and the Instructions on Student Obligations. The key obligations of students are: ATTENDANCE AT CLASSES: 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 commitments 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 teaching hours to be eligible to sign. EXAM: in order to achieve a positive grade in a 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. <i>*FINAL EXAM – a student who has not met the conditions for passing the exam during the continuous examination (has achieved a total of at least 54 points in the course and met the lower point threshold for the acquisition of each learning outcome, i.e. at least 50% of the points of each learning outcome), may take the learning outcomes of the course at the final exam.</i> <i>*CONTINUOUS ASSESSMENT OF KNOWLEDGE: For more efficient progress of students in teaching, continuous examinations (2 intermediate exams) are carried out. In this way, students acquire smaller teaching units and master the subject material more easily.</i>							
1.7. Monitoring of student work (add X with the appropriate form of monitoring)							
Attendance	x	Teaching activity		Term paper		Experimental work	

Written exam	x	Oral exam		Essay		Research	
Design		Continuous assessment*		Paper		Practical work	
Portfolio							

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

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

The linking of learning outcomes, teaching methods and assessment of learning outcomes is performed as follows:

	Attendance	Written exam	Design	Practical work	Total
I1		16			16
I2		16			16
I3		16			16
I4		16			16
I5		16			16
I6		16			16

	OUT OF THE BOX	4				4	
	TOTAL	4	96	0	0	100	

	FORMS OF TRACKING	NAME OF LEARNING OUTCOMES	TEACHING METHOD	METHOD OF ASSESSMENT KNOWLEDGE	Maximum number of rating points	
	Written exam	OUTCOME 1 Identify the characteristics of the establishment of an individual employment relationship	Lecture	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 the obstacles in its development and application in solving business problems	64	
			Asking questions			
			Discussion			
		OUTCOME 2 Analyze the characteristics of the content (elements) of the individual employment relationship	Lecture			
			Discussion			
			Open questions			
		OUTCOME 3 Interpret the elements of the prohibition of competition and the prerequisites for the relationship between liability for damage committed at work and in connection with work, and liability for damage caused by violation of employment rights	Lecture			
			Discussion			
		OUTCOME 4	Lecture			

		<i>Distinguish 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 the labour dispute (individual and collective) and the stage of the 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 workers' 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>Attendance</i>	<i>All outcomes</i>	<i>Lectures and exercises</i>	<i>Attendance records</i>	<i>4</i>	
TOTAL POINTS					100	

JUDGING:

In order to achieve a course, the student must cumulatively meet two conditions: 54 (fifty-four) points in the course and meet the lower point of each individual is 50% of the total outcomes.

<i>Type of student workload</i>	<i>Hours of student workload</i>	<i>ECTS credits</i>
Attending face-to-face 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

positive grade in the must cumulatively meet achieve a total of at least in the course and meet threshold for the adoption learning outcome, which points of the learning

Grades are calculated based on the following distribution of points:

<i>NUMBER OF POINTS</i>	<i>RATING</i>
<i>0,00 – 53,90</i>	<i>Insufficient (1)</i>
<i>54,00 – 64,90</i>	<i>Sufficient (2)</i>
<i>65,00 – 79,90</i>	<i>Good (3)</i>
<i>80,00 – 89,90</i>	<i>Very Good (4)</i>

90.00 and more	Excellent (5)
----------------	---------------

The evaluation is carried out in a transparent manner by collecting points. The course is valued 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 by 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 subject. Points for the Challenge learning outcome are not distributed according to the learning outcomes, but the number achieved is 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 literature and number of copies in relation to the number of students currently attending classes in the course

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

1.10. Supplementary literature

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

1.11. Quality monitoring methods that ensure the acquisition of output knowledge, skills and competences

- *analysis of exam results, achieved results, level of understanding and knowledge during exercises, practical tasks and group work,*
- *conducting a survey among students,*
- *The teacher's evaluation,*
- *the achieved results and the level of knowledge presented during the preparation and defense of the final thesis (of students who choose the graduate thesis in this subject),*
- *analysis of the reports of the Quality Center 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.*