

DESCRIPTION OF THE COLLEGE

GENERAL INFORMATION		
Course Holder	Dr.sc. Marija Kovačević Dr.sc. Duška Šarin	
Name of the College	Labour law	
Study program	Professional Short Study in Entrepreneurship	
Status of the College	Optional	
Code	RP-P-24	
Year	Year 2	
Point value and method of teaching	ECTS Student Workload Coefficient	4
	Number of hours (P+H+S)	30P+15V

DESCRIPTION OF THE COLLEGE
1.1. Objectives of the course The main objectives of the course are to provide students with the ability to discover the characteristics of different types of social relations whose subject is the performance of work, and the ability to use the legal rules governing these relationships. Working on the course will provide students with the ability to discover which legal rules are crucial for managerial behavior in managing employees. Also, the goal is to provide students with the ability to distinguish between different types of legal acts that regulate employment relations and to ensure the ability to use the basic principles of different legal subsystems in relation to the rules of labor law. Students are expected to develop: • General competencies: - Mastering the historical and cultural foundations of law due to the proper understanding and use of legal norms in the field of labor relations. - Acquisition of knowledge about the elements of legal institutes and competence for substitute and subsidiary use of these institutes in the sphere of labor relations • Specific competencies: - Competence to supervise the implementation of legal regulations at the micro level in organizations - Ability to use sanctions in organizations in case of violation of legal norms. - Ability to analyze certain parts of the legal regulation, and to formulate proposals for changes in this area.
1.2. Requirements for enrolment in the course
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1.3. Expected learning outcomes for the course
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 non-compete clause and the assumptions of the relationship of liability for damage caused by the

committed at work and in connection with work, and liability for damage caused 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 employment. I5 Describe the course of the labour dispute (individual and collective) and the stages of the labour dispute (individual and collective) collective). I6 Analyze the characteristics of the content of workers' participation in decision-making and the characteristics of the content of collective work rights.		
1.4. <i>The content of the course</i>		
1. Definition and principles of labour law, main features and normative structure of Croatian labour law, sources labour law; Individual Employment – 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. <i>Types of teaching (put X)</i>	☒ Lectures ☐ Seminars and workshops ☒ Exercises ☐ Distance education ☐ Field Teaching	☒ Independent tasks ☐ Multimedia & Network ☐ Laboratory ☐ mentoring work ☐ other –
1.6. <i>Obligations of students</i>		
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 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.

PRACTICAL WORK: Writing homework – solving cases from case law and writing short essays on a given topic.

1.7. Monitoring of student work (add X with the appropriate form of monitoring)

Attendance	x	Teaching activity	x	Term paper		Experimental work	
Written exam	x	Oral exam		Essay		Research	
Design		Continuous assessment of knowledge	x	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.

In order to improve the effective progress of students in teaching, lectures, exercises, continuous testing of knowledge (intermediate exams and teaching activity) and an exam are conducted. In this way, students acquire smaller teaching units and master the subject material more easily.

Activity	ECTS credits	Learning outcomes	Student activity	Valuation method	Maximum number of rating points
Attendance	1	1-6	Participation in classes - lectures and exercises	Attendance records.	0
Intermediate exams	2,5	Intermediate 1 – outcomes 1, 2 and 3 Intermediate exam 2 - outcomes 4, 5 and 6	Participation in a written examination with questions of different types (two questions per outcome are essay-type, while one question per outcome is problem-type where students need to identify and solve a problem on a concrete example from case law or some other segment of law)	Intermediate exam 1 – max. 42 points (max. 14 points per outcome) Intermediate exam 2 – max. 42 points (max. 14 points per outcome)	0 - 84

Teaching activity	0,5	Outcomes 1-6	Homework writing – solving cases from case law and writing short essays on a given topic.	Assignments and essays according to learning outcomes	16
Final exam*		1-6	Attendance at the written examination with questions of various types and homework	Checking the correct answers (grading)	0-100*
Total	4	/	/	/	100

**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. It is possible to achieve 100 points on the final exam. A student can receive additional points on the Challenge learning outcome.*

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

NAME OF LEARNING OUTCOMES	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

JUDGING:

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:

NUMBER OF POINTS	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)	

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*
1. Milković, Darko; Trbojević, Goran: "Labor Relations", EFFECTUS, 2019.	50	50
2. Labour Act (OG 93/14, 127/17, 98/19, 151/22, 64/23)		
3. Teaching materials (lectures and exercises)		
1.10. Supplementary literature		
1. Bilić, Andrijana: Labour Law, Školska knjiga, Zagreb, 2021.		
1.11. Quality monitoring methods that ensure the acquisition of output knowledge, skills and competences		
- statistical processing and analysis of exam results (verification of the Gaussian curve – normal distribution of performance, comparison and monitoring of exam results of different generations, analysis of understanding of individual modules/questions on the exam, etc.), - conducting a survey among students, - evaluation and self-evaluation of teachers, - achieved results, level of understanding and knowledge during the preparation of the seminar paper, - 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 head of the quality center, and - Feedback from students who have already graduated about the usefulness of the content of this course in the performance of the tasks they are engaged in.		

