



Subject card

Subject name and code	ELEMENTS OF LABOR LAW, PG_00058455						
Field of study	Economics, Economic Analytics						
Date of commencement of studies	October 2022	Academic year of realisation of subject			2023/2024		
Education level	first-cycle studies	Subject group			Optional subject group Subject group related to scientific research in the field of study		
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			Polish		
Semester of study	4	ECTS credits			2.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Entrepreneurship and Business Law -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Przemysław Banasik				
	Teachers		dr hab. Przemysław Banasik				
Lesson type and method of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	30		5.0		15.0	50
Subject objectives	Describes the institutions of Polish labor law in the context of the international and Polish labor market and its specificity						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K6_K03] demonstrates the ability to think critically and analytically and integrates knowledge from many disciplines, acting in an entrepreneurial manner		demonstrates a critical approach to the selection of reliable sources of obtaining information in the field of labor law		[SK5] Assessment of ability to solve problems that arise in practice [SK2] Assessment of progress of work		
	[K6_U06] acquires new knowledge by planning lifelong learning strategies		acquires new knowledge in the field of Polish legal regulations relating to the labor market		[SU2] Assessment of ability to analyse information [SU3] Assessment of ability to use knowledge gained from the subject		
Subject contents	Introduction to labor law - methods of employment The employment relationship - its elements and their embedding in the theory of labor law Termination of the employment contract Protection of the employment relationship Termination of the employment contract without notice due to the fault of the employee Termination of an employment contract without notice through no fault of the employee - social security benefits Parental rights Annual leaves and their role in labor relations Working time - duties of the employee and the employer Employee and employer obligations Protection of remuneration for work Employee liability for breach of duties The role of trade unions and their influence on shaping labor relations Settlement of collective disputes Group layoffs of employees						
Prerequisites and co-requisites							
Assessment methods and criteria	Subject passing criteria		Passing threshold		Percentage of the final grade		
	activity in solving practical problems		60.0%		20.0%		
	written exam		60.0%		70.0%		
	participation in classes		60.0%		10.0%		

Recommended reading	Basic literature	Florek, L., Pisarczyk, Ł. (2021). Prawo pracy. Warszawa: Wydawnictwo C.H. Beck. Jaśkowski, L. (red.). (2021). Meritum Prawo Pracy 2022. Warszawa: Wydawnictwo Wolters Kluwer. Gersdorf, M., Maniewska, E., Rączka, K., Raczkowski, M. (2020). Prawo pracy. Pytania i odpowiedzi. Warszawa: Wydawnictwo Wolters Kluwer.
	Supplementary literature	Piowarska, K., Piowarski, T. (2020). Metodyka postępowania w sprawach z zakresu prawa pracy na podstawie regulacji Covid 19. Komentarz praktyczny z przykładami i orzecznictwem. Warszawa: Wydawnictwo C.H. Beck. Szok, N., Terlecki, R. (2021). Prawo pracy w praktyce. Warszawa: Wydawnictwo C.H. Beck.
	eResources addresses	
Example issues/ example questions/ tasks being completed	<p>How is wage protection implemented? What are the features that distinguish an employment relationship from non-employment methods of employment? When may an employer terminate an employment contract concluded for an indefinite period with an employee in the event of an employee's long-term illness? What behavior of an employee may lead to the termination of an employment contract concluded for an indefinite period without notice due to the employee's fault? Why is the employee's parentage under the special protection of labor law?</p>	
Work placement	Not applicable	