



Course Syllabus

Course Code	Course Title	ECTS Credits
HRM-345	Employment Law	6
Prerequisites	Department	Semester
None	Management & MIS	Fall/Spring/Summer
Type of Course	Field	Language of Instruction
Elective	Law	English
Level of Course	Lecturer(s)	Year of Study
1 st Cycle	Antonios Constantinou	3 rd or 4 th
Mode of Delivery	Work Placement	Corequisites
Face to Face	N/A	None

Course Objectives:

The main objectives of the course are to:

- Collection and analysis of data for the purpose of resolving issues directly related to employment law.
- Development of intrapersonal and interpersonal skills.
- Confidence when interacting with others in a number of organizational settings.
- Communication, both orally and in writing.
- Problem – Solving.
- Effective use resources in order to ‘learn how to learn.

Learning Outcomes:

After completion of the course students are expected to be able to:

1. Articulate how the legal environment impacts on all aspects of organizational activities.
2. Create a contract of employment.
3. Effectively terminate a contract of employment.
4. Evaluate the implications of discrimination at work.
5. Implement work practices free of negative legal ramifications.
6. Facilitate a work environment based on equity and justice.

Course Content:

Week 1	Introduction
Week 2	Contract of Service and Contract for Services
Week 3-4	Implied terms in Employment Contracts
Week 5	Termination of the Employment agreement and remedies
Week 6	Unions and their functions
Week 7-8	The right to strike
Week 9	The social Insurance fund and the auxiliary funds
Week 10	Redundancy
Week 11	Protection of pregnancy under Employment Law
Week 12	Revision

Learning Activities and Teaching Methods:

Lectures, Case studies, Class discussion.

Assessment Methods:

Class Participation, Mid-Term, Final Examination
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Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Introduction to Employment Law: Fundamentals for HR and Business Students, 5 th Ed.	Daniels, K.	CIPD - Kogan Page	2019	978-0749484149

Employment Law : An introduction for HR and business students, 3 rd Ed.	Daniels, K.	McGraw-Hill Education	2012	978-1843983040
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