



University of Nicosia, Cyprus

Course Code HRM-345	Course Title Employment Law	Credits (ECTS) 6
Department Management and MIS	Semester Fall, Spring	Prerequisites Junior
Type of Course Elective	Field Management	Language of Instruction English
Level of Course 1 st Cycle	Year of Study 3/4	Lecturer
Mode of Delivery Face-to-face	Work Placement N/A	Co-requisites N/A
Recommended Optional Programme Components: N/A		

Objectives of the Course:

The main objectives of the course are to facilitate:

- 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 should 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:

EU Law
 Cyprus Employment Law
 Formation of the Contract of Employment
 Terms of the Contract of Employment
 Termination of the Contract of Employment
 Employment Discrimination based on race, sex, age and disability
 Working Time
 Health and Safety
 Unfair Dismissal
 Pay Issues
 The Right to Privacy
 Trade Unions and their Members
 Industrial Action

Sexual Harassment

Learning and Teaching Methods:

Lectures, Case Studies Analysis and Discussion, Academic/Industry Journals Paper Discussions, In-Class Exercises, and Presentations.
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Assessment Methods:

Class activities, Role-Play, Homework, Project, Mid-Term, and Final Exam.

Required Textbook/Reading:

Authors	Title	Publisher	Year	ISBN
Daniels, K.	Employment Law An Introduction for HR and business students	CIPD	2008	1843981882

Recommended Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Lewis, D. and Sergeant, M.	Essentials of Employment Law	CIPD	2004	1843980010