



Course Syllabus

Course Code	Course Title	ECTS Credits
HRM-486DL	Employment Law and Employee Relations	6
Prerequisites	Department	Semester
None	Management	Fall/Spring
Type of Course	Field	Language of Instruction
Required	Law	English
Level of Course	Lecturer(s)	Year of Study
1 st Cycle	Mr. Nicos Panayiotou	Any
Mode of Delivery	Work Placement	Corequisites
Distance Learning	N/A	None

Course Objectives:

The main objective of the course is to to teach students the basic principles of employment law and the importance of employee relation in the workplace. Further, the course aims to provide students with the practical tools for handling employment law issues while managing human recourses and familiarize them with the judicial and other dispute resolution processes available under Cypriot Law.

Learning Outcomes:

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

1. Demonstrate an understanding of the perspectives, theories and concepts in the field of employment law and employment relations.
2. Apply aspects of employment law to real workplace situations.
3. Be familiarized with the contract of employment and other important workplace documents i.e. workplace manuals and policies.
4. Be familiarized with the procedures regarding employee discipline and the termination of employment.
5. Demonstrate an understanding of the dispute resolution procedures available under Cypriot Employment law and the claims/remedies available to employees and employers.

Course Content:

- The Employment Relationship
- Employee Relations
- The Contract of Employment
- Working Time, Protection of Wages, Privacy-Data Protection, Restrictive Covenants
- Employee Leaves
- Family Friendly Policies
- Discrimination – Harassment – Bullying – Victimization
- Collective Labour Relations
- Dismissals for reasons related to employee behavior or capacity
- Dismissals for reasons related to the business of the employer
- Termination of Employment by Employee
- Termination Agreement / Voluntary Redundancy Schemes
- Employment Dispute Resolution

Learning Activities and Teaching Methods:

Teaching material including PowerPoint presentations and additional readings, synchronous meetings (WebEx), asynchronous video presentations, forums, chats, quizzes, and other formative and summative assessments.

Assessment Methods:

Quizzes, Participation, Final Examination

Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Instructor's notes/ presentations of lectures				

Recommended Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Labour Law in Cyprus, 2 nd Ed.	Ioannou C. and Emilianides C.A.	Hague: Kluwer	2019	9789403507712
Introduction to Employment Law: Fundamentals for HR and Business Students, 5 th Ed.	Daniels K.	London: Kogan Page	2019	978-0749484149
Selwyn's Law of Employment, 19 th Ed.	Emir A. and Selwyn, N. M.,	Oxford University Press	2016	978-0198748342
Pitt's Employment Law, 12 th Ed.	Gwyneth Pitt, Sandhya Drew	London: Sweet and Maxwell	2022	9780414104471

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