



UNIVERSITY OF NICOSIA

ΠΑΝΕΠΙΣΤΗΜΙΟ ΛΕΥΚΩΣΙΑΣ

University of Nicosia, Cyprus		
Course Code MBA-745	Course Title Employment Law	ECTS Credits 7.5
Department School of Business	Semester Fall, Spring, Summer	Prerequisites MBA-609
Type of Course Elective	Field Human Resources	Language of Instruction English
Level of Course 2 nd Cycle	Year of Study 2 nd	Lecturer(s) Visiting Lecturer
Mode of Delivery Face-to-face	Work Placement N/A	Co-requisites None
Recommended Optional Programme Components: N/A		

Objectives of the Course:

The main objectives of the course are to:

- Acquaint the student with the fundamentals of employment laws and discriminatory practices, inherent in all areas of employment.
- Emphasize the legal procedures for recruiting, hiring, promoting, evaluating, using progressive discipline and dismissing employees. Laws and appropriate company policies on issues such as Antidiscrimination, Sexual Harassment, and Termination & Arbitration will be discussed and viewed through the use of case studies.

Learning Outcomes:

After completion of the course students should be able to:

1. **Explain** how employment laws and statutes are formulated
2. **Describe** the role of Tribunals and Employee Appeals procedures
3. **Explain** the role of law in all phases of employment; discrimination; health and safety; termination of employment; privacy.
4. **Analyse and explain** how different developments in employment law have impacted on the relationship between the employer and the employee.
5. **Develop** the ability to interpret case decisions as an aid for managers to avoid potential legal pitfalls.

Course Content:

1. **Employment Relationships:** the legal aspects and responsibilities of both parties in the workplace.
2. **Selection and Testing:** the legalities of selection and testing criteria during the recruitment process.
3. **Privacy, Theft and Whistle-Blowing:** ensuring that the organizational culture is clearly communicated within the correct legal framework.
4. **Termination & Arbitration:** ensuring that termination and other disciplinary actions conform to legal requirements.
5. **Sexual Harassment & Disability Discrimination:** how to avoid discrimination in the workplace and the legal implications of not doing so.

Learning Activities and Teaching Methods:

Instructor presentations; video clips; case studies and discussions.

Assessment Methods:

Test; exam; assignment.

Required Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Daniels, K.	Employment Law for HR and Business Students	CIPD	2008 2 nd Ed.	1843981882

Recommended Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Leighton, P.	Discrimination and the Law	CIPD	2004	1843981041