

COURSE OUTLINE

(1) GENERAL

SCHOOL	Business		
ACADEMIC UNIT	Management		
LEVEL OF STUDIES	1 st Cycle		
COURSE CODE	HRM-486	SEMESTER	Spring
COURSE TITLE	Employment Law and Employee Relations		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		WEEKLY TEACHING HOURS	CREDITS
		2.5	6
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	specialised general knowledge		
PREREQUISITE COURSES:	MGT-482		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	English		
IS THE COURSE OFFERED TO ERASMUS STUDENTS			
COURSE WEBSITE (URL)			

(2) LEARNING OUTCOMES

<p>Learning outcomes</p> <p><i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i></p> <p><i>Consult Appendix A</i></p> <ul style="list-style-type: none"> • <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> • <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> • <i>Guidelines for writing Learning Outcomes</i>
<p>After completion of the course students are expected to be able to:</p> <ul style="list-style-type: none"> • Demonstrate an understanding of the perspectives, theories and concepts in the field of employment law and employee relations • Apply aspects of employment law to real workplace situations • Be familiarized with the contract of employment and other important workplace documents i.e., workplace manuals and policies • Explain the procedures regarding employee discipline and the termination of employment • Demonstrate an understanding of the dispute resolution procedures available under Cypriot Employment law and the claims/ remedies available to employees and employers

<ul style="list-style-type: none">• Explain what collective bargaining is• Present examples of what to expect during union management negotiation• Outline current features of employee relations• Describe a strategy for cooperative employee relations																		
<p>General Competences</p> <p><i>Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?</i></p> <table><tr><td><i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i></td><td><i>Project planning and management</i></td></tr><tr><td><i>Adapting to new situations</i></td><td><i>Respect for difference and multiculturalism</i></td></tr><tr><td><i>Decision-making</i></td><td><i>Respect for the natural environment</i></td></tr><tr><td><i>Working independently</i></td><td><i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i></td></tr><tr><td><i>Team work</i></td><td><i>Criticism and self-criticism</i></td></tr><tr><td><i>Working in an international environment</i></td><td><i>Production of free, creative and inductive thinking</i></td></tr><tr><td><i>Working in an interdisciplinary environment</i></td><td><i>.....</i></td></tr><tr><td><i>Production of new research ideas</i></td><td><i>Others...</i></td></tr><tr><td></td><td><i>.....</i></td></tr></table>	<i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i>	<i>Project planning and management</i>	<i>Adapting to new situations</i>	<i>Respect for difference and multiculturalism</i>	<i>Decision-making</i>	<i>Respect for the natural environment</i>	<i>Working independently</i>	<i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i>	<i>Team work</i>	<i>Criticism and self-criticism</i>	<i>Working in an international environment</i>	<i>Production of free, creative and inductive thinking</i>	<i>Working in an interdisciplinary environment</i>	<i>.....</i>	<i>Production of new research ideas</i>	<i>Others...</i>		<i>.....</i>
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(3) SYLLABUS

<ul style="list-style-type: none"> • 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. • 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. • Collective Labor Relations. • Employment Dispute Resolution. • Unions and the Law
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(4) TEACHING and LEARNING METHODS - EVALUATION

<p>DELIVERY</p> <p><i>Face-to-face, Distance learning, etc.</i></p>	<p>Face-to-face</p>
<p>USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY</p> <p><i>Use of ICT in teaching, laboratory education, communication with students</i></p>	<p><i>Use of ICT in teaching / Χρήση ΤΠΕ</i></p> <p><i>Communication with students / Επικοινωνία με Φοιτητές</i></p>

TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i> <i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i>	Activity	Semester workload
	Lectures	35
	Study and analysis of bibliography	35
	Homework/Assignment	40
	Exam preparation	40
	Course total	150
STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	Attendance and participation, homework, assignment, coursework, mid-term, final exam.	

(5) ATTACHED BIBLIOGRAPHY

Required Textbooks/Readings:

Introduction to Employment Law: Fundamentals for HR and Business Students, 6 th Edition.	Kathy Daniels	Kogan	2022	9781398603783
Employee Relations Management	D. P. Sahoo	Sage	2020	9789353287078

Additional Textbooks/Readings:

Title	Author(s)	Publisher	Year	ISBN
Labour Law in Cyprus, 3 rd Ed.	Christina Ioannou and Achilleus Emilianides	Hague: Wolters Kluwer	2024	9789403515182
Selwyn's Law of Employment, 22 th Ed.	Astra Emir	Oxford University Press	2022	9780198814849

Employment Law, 11 th Ed.	Gwyneth Pitt	Sweet and Maxwell	2020	978-0414056169
Industrial Relations: Theory and Practice, 3 rd Ed.	Trevor Colling	Wiley-Blackwell	2010	978-1444308853