Employment Law

ECTS : 2

Volume horaire : 27

Description du contenu de l'enseignement :

Module Aims

The purpose of the unit is to introduce the major areas of employment legislation and the employment law system to those studying Management Science. The unit is intended to provide an overview, rather than focus in detail on the operation of specific employment laws for those who need to understand and be able to evaluate emerging developments in the management of the employment relationship.

Learning Outcomes

By the end of this module, students will be able to:

Knowledge

1. Demonstrate an in-depth understanding of the **purpose of employment regulation and the way it is enforced in practice**.

2. Demonstrate a critical understanding of the **legal regulatory background**; national, regional and international instruments.

3. Demonstrate a broad and in-depth understanding of the importance of compliance and managerial support for HR function.

4. Demonstrate a broad and in-depth understanding **of equality, human rights, non-discrimination regulation as inputs**

5. Demonstrate a critical understanding of understanding **risk of exposure to sanction** including the international dimension: **reputational and legal**

6. Independently **select, critically evaluate and interpret a broad range of legal research** material from a range of legal sources and synthesise material from different types of legal sources for use in assignments to **develop structured and sophisticated arguments in writing**.

7. clearly and critically analyse, synthesise, structure and communicate ideas effectively orally.

8. **Critically assess legal problems**, scholarly debates, concepts in Employment Law and clearly and coherently and draw innovative conclusions on a broad range of specific legal problems.

9. Lead **collaborative teamwork** towards a common goal and reflect on their own contributions and impact as a leader.

Values

10. respect and apply advanced academic and professional conventions and act with academic and professional integrity.

Compétence à acquérir :

Law Subject benchmark

- intellectual independence, including the ability to **ask and answer cogent questions** about law and legal systems, identify **gaps** in their own knowledge and acquire new knowledge, and engage in **critical analysis and evaluation**
- self-management, including an ability to reflect on their own learning, **make effective use of feedback**, a willingness to acknowledge and correct errors and an ability to **work collaboratively**
- awareness of principles and values of law and justice, and of ethics
- knowledge and understanding **of theories, concepts, values, principles and rules of public and private laws** within an institutional, social, national and global context
- study in depth and context of substantive areas of law
- ability to conduct **self-directed research**, including accurate identification of issue(s) which require researching, retrieval and evaluation of accurate, current and relevant information from a range of appropriate sources, including primary legal sources
- ability to **work with a range of data**, including textual, numerical and statistical
- ability to recognise **ambiguity** and deal with **uncertainty** in law
- ability to produce a synthesis of relevant doctrinal and policy issues, presentation of a **reasoned choice between**

alternative solutions and critical judgement of the merits of particular arguments
- ability to apply knowledge and understanding to offer**evidenced conclusions**, addressing complex actual or hypothetical problems
- ability to communicate both orally and in writing, in relation to legal matters, including an ability t**disten and respond to written and oral stimuli**, including questions and instructions
- engagement with their own personal and professional development, and academic integrity.

Mode de contrôle des connaissances :

Students are to prepare each session individually, going through the slides provided and a short mandatory reading list in bold AND in group, with questions allocated to each group which will be presented in reasoned answers to the rest of the class during the session. This module draws on a wide range of teaching and learning strategies to help students develop appropriate cognitive and language skills:

- Supervised independent study
- Work and discussions in pairs and groups
- Peer work sessions
- Research activities
- Quizzes
- Staff-guided and student guided discussions
- Essay writing
- Activities to extract the key points and arguments from academic points
- Formal presentations, including a mock trial at the end of term
- Informal summary presentations of break-out group work .

Assessment Students will receive oral and written feedback on class activities and homework. The continuous assessment counts for 50%. It consists of in-class participation and contributions (20%) and a mid-term test (30%). The final examination counts for 50% of the final module grade - students are required to sit a 2 hour exam.