

Global Learning Semesters

Course Syllabus

Course: HRM-345 Employment Law

Department: Management and MIS

Host Institution: Intercollege, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HRM-345	Employment Law	3
Semester Offered	Contact Hours	Prerequisites
Not offered yet	42	HRM-205
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

Course Description

1. EU Law
2. Cyprus Employment Law
3. Formation of the Contract of Employment
4. Terms of the Contract of Employment
5. Termination of the Contract of Employment
6. Employment Discrimination based on race, sex, age and disability
7. Working Time
8. Health and Safety
9. Unfair Dismissal
10. Pay Issues
11. Business Restructuring
12. The Right to Privacy
13. Collective Bargaining
14. Trade Unions and their Members
15. Industrial Action
16. Sexual Harassment

Course Aims and Objectives

The course aims to introduce students to the Employment Law with ample extracts from cases. It provides a common Law approach to the study of contract of employment and collective employment relations, and includes all aspects of statutory employment law. It progresses from a study of the institutions through to the effect of the Employment Relations Act 1999 and concomitant regulations.

Teaching Methods

The course is delivered through lectures and case studies.

Course Teaching Hours

42

Evaluation and Grading

Project/homework:	10%
Mid-Term:	40%
Final Exam:	50%

Readings and Resources

Required Textbook

Malcolm Sergeant, Employment Law, Prentice Hall (2001).

Recommended Reading

Malcolm Sergeant and David Lewis, Essentials of Employment Law, Chartered Institute of Personnel and Development (CIPD).

John Wrench, Preventing Racism at the Workplace: A Report on 16 European Countries, European Communities; ISBN: 928771059; (February 1997).