Course Syllabus

Code - Course Title	**EİK520 - Legal Framework of Human Resources**
Course Type	I. SEMESTER
Laboratory + Practice	3+0
ECTS	**6.0**
Language of Instruction	Türkçe
Course Type	Elective Courses
Course Instructor(s)	PROF. DR. FATMA KOCABAŞ

Mode of Delivery	The mode of delivery of this course is Face to face
Place of Delivery	On Campus
Used Educational Platforms	Face-to-face
Prerequisites	There is no prerequisite or co-requisite for this course.
Courses Recomended	There is no recommended optional programme component for this course.
Recommended Resources	Güven, E ve Aydın, U. (2025), Bireysel İş Hukuku, B.6, Nisan Yayınları, Eskişehir. Aydın, U. ve Kocabaş, F. (2019). Bireysel İş Hukuku, Anadolu Üniversitesi Açıköğretim Fakültesi Yayınları: Eskişehir. Gerek, N. ve Kocabaş, F. (2019), İş ve Sosyal Güvenlik Hukuku, Açıköğretim Fakültesi Yayınları, Eskişehir.
Work Placement	This is not appropriate for the course.
Aims of the Course	To ensure the ability to regularly follow legislative provisions and judicial decisions regarding working life and to apply said provisions and decisions in the resolution of labor disputes.

Course Syllabus

Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 1	**LO-1**	Introduction to the Course, Course Presentation and Course Information, General Overview of Legal and Institutional Regulations Governing Working Life	Lecture, Question & Answer, Brain Storming
Week - 2	**LO-2**	Condemnation, Historical Development and Basic Principles of Labor Law	Lecture, Question & Answer, Discussion, Brain Storming
Week - 3	**LO-3**	The Effects of Globalization on Working Life	Lecture, Question & Answer, Discussion, Brain Storming
Week - 4	**LO-3**	Fundamental Resources for Professional Life	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 5	**LO-2**	Basic Concepts of Labor Law	Lecture, Discussion
Week - 6	**LO-2**	Employment Contract: Definition, Elements, Features and Establishment	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 7	**LO-4**	Fixed-term/indefinite, full-time/part-time, and probationary employment contracts and HR practices	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 8	**LO-4**	Employee's Obligations Arising From Employment Contract	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 9	**LO-4**	Legal Obligations of the Employer During and After the Recruitment Process, the Duty of Equal Treatment, Prohibition of Discrimination, KVKK (Personal Data Protection Law), and HR Practices	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 10	**LO-4**	Termination of Employment Contract Due To Non-Termination Reasons	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 11	**LO-4**	Termination of the Employment Contract with Time and Immediate Termination	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 12	**LO-4**	Legal Consequences of the Termination of Employment Contracts: Conditions for Entitlement to Notice and Severance Pay, Principles of Compensation Calculation, Reinstatement Lawsuits, and the Mediation Process	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 13	**LO-5**	Weekly Working Hours, Overtime Work, Compensatory Work, Part-Time Work, Annual Paid Leave	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 14	**LO-6**	Arrangement of the Work in terms of Persons	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming

Learning Outcomes

#	Learning Outcome
1	Will be able to evaluate the basic laws regarding business life today
2	Will be able to explain the basic concepts of labor law.
3	Will be able to follow the legislation and judicial decisions regarding working life regularly.
4	The student will be able to explain the formation, types, and termination of employment contracts.
5	explain the organization of work.
6	explain the restrictions on the employment

Sustainable Development Goals

✓ End Poverty ✓ Gender Equality ✓ Decent Work and Economic Growth ✓ Reducing Inequalities

Course Theme

✓ Law, Ethics and Regulations

AKTS Workload

Activity	Duration (Hour)	Count	Workload
Teorik Derse Katılım	3.00	14	42
Sınıf Dışı Çalışma (Ön Hazırlık & Pekiştirme Amaçlı)	3.00	14	42
Ödevler	8.00	2	16
Proje - Rapor - Sunum Hazırlama	8.00	2	16
Ara Sınav Hazırlığı (sınav süresi dahil)	12.00	1	12
Final Sınavı Hazırlığı (sınav süresi dahil)	12.00	1	12
Uygulama (Laboratuvar, Müzik/Enstrüman Uygulaması, Atölye/Saha Çalışması vb.)	0.00	0	0
Staj Uygulaması	0.00	0	0
		Calculated ECTS	**5.5**

Assessment Method and Passing Requirements

✓ Open-Ended Test ✓ Homework ✓ Presentation