Course Syllabus

Code - Course Title	**EİK520 - Legal Framework of Human Resources**
Course Type	II. 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	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**	An Overview of Legal and Institutional Regulations Governing Working Life	Lecture, Question & Answer, Discussion, Problem Solving
Week - 2	**LO-2**	Condemnation, Historical Development and Basic Principles of Labor Law	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 3	**LO-3**	THE EFFECTS OF GLOBALIZATION ON WORK LIFE	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming
Week - 4	**LO-3**	Fundamental Resources for Professional Life	Lecture, Question & Answer, Discussion, Problem Solving
Week - 5	**LO-2**	Basic Concepts of Labor Law	Lecture, Question & Answer, Discussion, Problem Solving, Brain Storming

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 6	LO-2	Employment Contract: Definition, Elements, Features and Establishment	Lecture, Question & Answer, Discussion, Brain Storming
Week - 7	LO-4	Fixed-term/indefinite, full-time/part-time, and probationary employment contracts and HR practices	Lecture, Question & Answer, Discussion, Brain Storming
Week - 8	LO-2 LO-4	The Employee's Obligation to Perform Work, Loyalty, and Obedience to Instructions	Lecture, Discussion, Brain Storming
Week - 9	LO-2 LO-4	Legal Obligations of the Employer During and After the Recruitment Process, the Duty of Equal Treatment, Prohibition of Discrimination, KVKK (Law on the Protection of Personal Data), and HR Practices	Lecture, Discussion, Problem Solving, Brain Storming
Week - 10	LO-4	Termination of Employment Contract Due To Non-Termination Reasons	Lecture, Question & Answer, Discussion, Case Study, Problem Solving
Week - 11	LO-4	Termination of the Employment Contract with Time and Immediate Termination	Lecture, Question & Answer, Discussion, Case Study, 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, Case Study, Problem Solving, Brain Storming
Week - 13	LO-5	Weekly Working Hours, Overtime, 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	Will be able to explain types and termination of employment contract
5	explain the organization of work.

Learning Outcomes

#	Learning Outcome
6	explain the restrictions on the employment

Sustainable Development Goals

✓ End Poverty ✓ Quality Education ✓ 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