

## Labour Law in Organizations (H002027)

Course size (nominal values; actual values may depend on programme)

Credits 7.0 Study time 210 h Contact hrs 60.0 h

Course offerings and teaching methods in academic year 2018-2019

A (semester 1) Dutch lecture 60.0 h

Lecturers in academic year 2018-2019

Humblet, Patrick RE23 lecturer-in-charge

Offered in the following programmes in 2018-2019

	crdts	offering
<a href="#">Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)</a>	7	A

Teaching languages

Dutch

Keywords

employment law, collective bargaining

Position of the course

"Labour Law in organizations" is a basic course in the Master of Science in Psychology (master in Personnel Management and Industrial Psychology). It confronts the student who wants to develop HR-policies with the legal boundaries.

Contents

The professor focuses on all aspects of labour law applicable to HR management, such as:

- Sources of Law
- Labour Market
- Employment Contract : notion
- Employers' and employees' rights
- Leave
- Dismissal
- Employment Contract : special forms
- Freedom of Association
- Labour relations
- Collective bargaining
- Industrial disputes

Initial competences

To check if there is any succession on this course, please refer to [www.fsappw.ugent.be](http://www.fsappw.ugent.be) and follow the "Opleidingsinfo" > "volgtijdelijkheid" link in the menu above. (Succession = criteria that need to be met before you can start this course.)

Final competences

- 1 Understand how Belgian employment law and labour law functions.
- 2 Find solutions for practical problems concerning labour law.
- 3 Analyze a judgment.
- 4 Analyze a collective bargaining agreement.
- 5 Develop a critical approach with regard to the news coverage concerning social dialogue.

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

Access to this course unit via an exam contract is unrestricted

#### Teaching methods

Lecture

#### Extra information on the teaching methods

Basic knowledge will be given ex cathedra. Students have to prepare cases that will be discussed in group.

#### Learning materials and price

Power point presentations Cost: 10 EUR

#### References

- P. HUMBLET, R. JANVIER, W. RAUWS en M. RIGAUX, Synopsis van het Belgisch Arbeidsrecht, Antwerpen, Intersentia Rechtswetenschappen, (most recent )

#### Course content-related study coaching

- By appointment
- By mail
- Helpdesk during the examination period via Minerva
- The coaching is done by the professor himself

#### Evaluation methods

end-of-term evaluation

#### Examination methods in case of periodic evaluation during the first examination period

Written examination with open questions

#### Examination methods in case of periodic evaluation during the second examination period

Written examination with open questions

#### Examination methods in case of permanent evaluation

#### Possibilities of retake in case of permanent evaluation

not applicable

#### Extra information on the examination methods

- open questions
- case studies

#### Calculation of the examination mark