

## Information sheet for the course

<b>University:</b> <i>Alexander Dubček University of Trenčín</i>	
<b>Faculty:</b> <i>Faculty of Social and Economic Relations</i>	
<b>Course unit code:</b> KMaREZ/ZamVzt/2lz1dA/22	<b>Course unit title:</b> <i>Employment relations</i>
<p><b>Type, scope and method of learning activities:</b>  <i>Weekly number of teaching hours in the form of lectures, seminars: full-time form 2/1;</i>  <i>Teaching method: face to face / combined</i></p> <p><i>Weekly number of teaching hours in the form of lectures, seminars: part-time form 2/1;</i>  <i>Teaching method: face to face / combined</i></p>	
<b>Number of credits:</b> 5	
<b>Recommended semester/trimester of study:</b> <i>1<sup>st</sup> semester in the full-time form of study and 1<sup>st</sup> semester in the part-time form of study within the Human Resources and Personnel Management study program</i>	
<b>Degree of study:</b> <i>II. (Master)</i>	
<b>Course prerequisites:</b>	
<p><b>Assessment methods:</b>  <i>A student may receive a maximum of 100 points in total for the preliminary assessment and the examination. During the semester, a maximum of 50 points can be obtained in the preliminary assessment as follows:</i>  <i>Preparation of a semester project and its presentation max. 50 points;</i>  <i>The final assessment consists of:</i>  <i>- Preliminary assessment and oral examination assessment.</i>  <b>Assessment:</b>  <i>Grade: A from 100-93 points; Grade: B from 92-85 points; Grade: C from 84-76 points; Grade: D from 75-68 points; Grade: E from 67-60 points. A student will not be awarded credit if he/she obtains a total of less than 60 points.</i></p>	
<p><b>Learning outcomes:</b>  <i>After completing the course, the student will remember the concepts, basic theoretical knowledge on the nature of management of employee relations, will understand the legal norms in the field of employee relations. The student will be able to apply the acquired knowledge in the context of management practices and methods in collective bargaining. Acquired knowledge and skills in the field of employee relations The student will be able to apply the skills and knowledge of employee relations to individual levels of management in organisations. The student will be able to analyse problems at the microeconomic level. By completing the course the student will acquire:</i>  <b>Theoretical knowledge:</b>  <i>- Apply legal norms and regulations and basic provisions of labour law and create individual and collective labour relations in different types of organisations and institutions.</i>  <b>Practical skills:</b>  <i>- Analyse working conditions in the context of the work performed, technological procedures and technical equipment, division of labour, working environment, safety and timed conditions of work.</i>  <b>Competencies:</b>  <i>- Communication skills. Graduates are able to listen actively, ask stimulating questions and provide feedback, present and defend their own feelings, opinions and needs in a cultured</i></p>	

manner in interaction with other people and/or in front of a professional audience, including in writing.

- *Leadership. Graduates demonstrate the ability to work effectively as a member or leader of a team. They can motivate team members and build strong working relationships within the team.*

**Course contents:**

1. *Introduction - content of the course, recommended literature, conditions for taking the course. Basic concepts in employee relations.*
2. *Historical context of employee relations management.*
3. *Legislation and employee relations.*
4. *Employee relations, collective labour relations, trade union organisation.*
5. *Collective bargaining, collective agreement, higher level collective agreement.*
6. *Employee relations and conflicts.*
7. *Collective disputes, strike and lockout.*
8. *Social dialogue and tripartism.*
9. *Works council and employee trustee.*
10. *Collective labour relations at European level.*
11. *Measuring the level of employee participation.*
12. *Current trends in employee relations.*

**Recommended and required reading:**

- *Masárová, T. – Živčicová, E.: Zamestnanecké vzťahy (vybrané kapitoly). Trenčín: TnU AD, 2021. ISBN 978-80-8075-953-7*
- *Armstrong, M – Taylor, S.: Řízení lidských zdrojů. Praha: Grada Publishing, 2015. ISBN 9788024752587*
- *Švec, M.: Kolektívna zmluva. Friedrich Ebert Stiftung, Bratislava 2016. ISBN 978-80-89149-51-3*
- *Legislation: the Universal Declaration of Human Rights, the Civil Code, the Law on Association of Citizens, Charter of Fundamental Rights and Freedoms, Collective Bargaining Act, Constitution of the Slovak Republic, Labour Code, Employment Services Act, European Company Act, European Cooperative Society Act, Act on Tripartite Consultations at National Level*

**Language:** Slovak/English

**Remarks:**

*The course is profile and compulsory.*

*Full-time study:*

- *Lectures and seminars 24 + 12 = 36 hours*
- *Preparation for preliminary assessment - 25 hours*
- *Preparation for the examination - 63.5 hours*
- *Examination - 0.5 hours*

*Student's contact workload: 36.5 hours,*

*non-contact: 88.5 hours*

*Part-time study:*

- *Lectures and seminars 10 + 5 = 15 hours*
- *Preparation for preliminary assessment - 46 hours*
- *Preparation for the examination - 63.5 hours*
- *Examination - 0.5 hours*

*Student's contact workload: 15.5 hours,*

*non-contact: 109.5 hours*

*In total, a minimum of 125 hours of work must be required from the student for a total of 5 credits.*

*1 credit represents 25 hours of student's work*

**Evaluation history:**

Total number of evaluated students:

A	B	C	D	E	FX

**Lecturers:**

*Ing. Tatiana Masárová, PhD.*

**Last modification:**

**Approved by:** *Doc. PhDr. Zoltán Rózsa, PhD.*