

Course Profile
Department of Management / Management Program

Department of Management + Management Program			
Course Number : MAN471	Course Title : Labor Law		
Required / Elective: Elective	Pre / Co-requisites : Introduction to Law		
Catalog Description: The sources of labor law as well as the formation, content and termination of the individual labor contract, specially job-security, notice pay and severance pay are analyzed. Rights and the obligations of the employer and the employee, and the rules governing the administration of wages, hours of work, overtime, paid vacations, etc. are considered.	Textbook / Required Material : Toker Dereli, <u>Labour Law and Industrial Relations: Turkey</u> , Kluwer Law International, 2006. <u>Labour Act of Turkey</u> , (translated by T. Dereli), MESS publication, 2009.		
Course Structure / Schedule : (3+0+0) 3 / 6 ECTS			
Extended Description : Basic concepts and principles of Turkish individual employment law, to serve as a background for collective labor law and industrial relations (MAN 301), with special emphasis on modernization trends in the employment relationship; the search for a balance between job security and flexibility, as well as the more conventional aspects of labor law, (e.g. organization of work, working time and compensation)			
Design content : None	Computer usage: -		
Course Outcomes: [relevant program outcomes in brackets]: By the end of this course, students will be able to: 1. Identify the national and international sources of labor law. [2] 2. Hold a basic knowledge about the conclusion, content and termination of the employment contract. [6] 3. Comprehend the employees', and employers' rights and obligations. [6] 4. Utilize the techniques of dealing with layoffs in crisis situations. [1]			
Recommended reading: Nuri Çelik, <u>İş Hukuku Dersleri</u> , İstanbul BETA (20. Bası), 2007. Sarper Süzek, <u>İş Hukuku</u> , (4. Baskı), İstanbul BETA, 2008.			
Teaching methods: lecturing and discussing court cases in class.			
Assessment methods: Midterms (essay type 2 midterms): 50 % Final Examination:40 % Participation:10 %			
Student Workload/ECTS (European Credit Transfer System) Tableau:			
Activity:	Number:	Duration (hour):	Total Workload (hour):
Pre- reading	15	2	30
Lectures	15	3	45
Exams	3	10	30

Preparatory reading	10	3	30
In Class-case studies	15	1	15
TOTAL: 150 hours / 25 = 6ECTS			
Weekly Subjects and Related Preparation Studies			
Week	Subject	Related Preparation	
1	Categories and Definitions of Social Law	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.29-33.	
2	Historical Background	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.34-49.	
3	Sources of Turkish Labor Law and Hierarchy	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.50-57.	
4	Definitions, Concepts and Scope	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.67-87.	
5	The Individual Employment Contract	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.88-104.	
6	Midterm Exam		
7	Duties of the Parties	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.106-119.	
8	Organization of Work and Working Time	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.120-132.	
9	Remuneration	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.133-147.	
10	Vacations and Annual Leave, Suspension of the Employment Contract	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.148-160.	
11	Midterm Exam		
12	At-will (normal) Termination of the Employment Contract and Job Security	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.162-185.	
13	Just-cause Termination of	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer	

	the Employment Contract, Collective Dismissals, Job Security.	Law International, 2006, pp.186-200.
14	Severance Pay, Settlement of Labor Disputes.	Toker Dereli, Labour Law and Industrial Relations: Turkey, Kluwer Law International, 2006, pp.201-216.

The Relationship Between Course Learning Outcomes and Program Qualifications

	Program Qualifications / Outcomes	Level of Contribution				
		1	2	3	4	5
1	Comprehend how to plan, organize, lead and control within an organizational setting		X			
2	Integrate the theories with the real life functions.				X	
3	Communicate and present ideas effectively in verbal and written.					X
4	Participate in a team work effectively and increase the dynamics of the team.		X			
5	Use computer-based technology and related packaged software.	X				
6	Consider the principal laws that provide the legal framework for business.					X
7	Hold a basic knowledge about accounting methods and their applications in business world.	X				
8	Apply financial analysis techniques within a business environment.	X				
9	Identify the functions of marketing and their applications to business.	X				
10	Utilize basic quantitative analysis and their applications in the business world.	X				
11	Apply basic principles of business processes and project management techniques.	X				
12	Utilize the skills and techniques of data collection for problem solving and decision making.			X		
13	Achieve an interdisciplinary point of view.				X	
14	Have the consciousness of business ethics and social responsibility issues.					X

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