

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet	Delovno pravo
Course title	Labour Law

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Poslovna informatika / I. stopnja	Poslovna informatika	3. letnik	5.
Business Informatics / I st Cycle	Business Informatics	3 rd year	5 th

Vrsta predmeta/Course type

modularni / module

Univerzitetna koda predmeta/University course code

I_PI_3_M3_UN2

Predavanja Lectures	Seminar Seminar	Sem. vaje Tutorial	Lab. vaje Laboratory work	Teren. vaje Field work	Samost. delo Individ. work	ECTS
30		30			90	6

Nosilec predmeta/Lecturer:

izr. prof. dr. Franci Avsec

Jeziki/ Predavanja/Lectures:
Languages:

slovenski/Slovenian

Vaje/Tutorial:

slovenski/Slovenian

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:

Prerequisites:

- Pogoj za vključitev v delo je vpis v tretji letnik študija.
- Študent mora pred izpitom pripraviti in predstaviti seminarsko nalogo.

- The prerequisite for participation is enrolment in the third year of study.
- Students have to successfully prepare and present a seminar paper before the examination.

Vsebina:

Content (Syllabus outline):

- *Delovno pravo* (individualno, kolektivno).
- *Individualno delovno pravo.*
- *Delovno razmerje in razlikovanje od drugih podobnih pravnih razmerij.*
- *Pogodba o zaposlitvi.* Pravna narava pogodbe. Sklenitev pogodbe. Stranke pogodbe. Postopek sklepanja delovnega razmerja. Pravice in

- *Labour Law* (individual and collective).
- *Individual labour law.*
- *Employment relationship and its distinction from similar legal relationships.*
- *Employment contract.* Legal nature of a contract. Contract parties. Procedure for conclusion of the contract. Rights and duties of the

<p>obveznosti strank. Obveznosti strank. Elementi pogodbe o zaposlitvi. Prenehanje pogodbe o zaposlitvi. Sprememba delodajalca.</p> <ul style="list-style-type: none"> • Posebnosti pogodbe o zaposlitvi. • Varstvo nekaterih kategorij delavcev. • Kolektivno delovno pravo. Udeleženci. Pogajanja. Kolektivne pogodbe. Industrijske akcije. • Varstvo pravic v individualnih in kolektivnih razmerjih. 	<p>contracting parties. Contents of the contract. Termination of the contract. Change of the employer.</p> <ul style="list-style-type: none"> • <i>Specific features of the employment contract.</i> • <i>Protection of various categories of employees.</i> • <i>Collective Labour Law. Participants. Negotiations. Collective agreements. Industrial actions.</i> • <i>Protection of rights in individual and collective relationships.</i>
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Temeljna literatura in viri/Readings:

Temeljna literatura/Basic literature

- Avsec, F. (2020). Delovno pravo. Novo mesto: Univerza v Novem mestu, Fakulteta za ekonomijo in informatiko (štud. gradivo).
- Vodovnik, Z. in Tičar, L. (2018). Osnove delovnega in socialnega prava. Ljubljana: Lexpera, GV založba.

Priporočljiva literatura/Recommended literature

- Novak, M. in Končar, P. (urednika). (2006). Konvencije Mednarodne organizacije dela: s komentarjem. I. natis, Ljubljana: GV založba.
- Bečan, I. in sod. (2019). Zakon o delovnih razmerjih (ZDR-I) : s komentarjem. Ljubljana: Lexpera, GV založba.

Cilji in kompetence:

Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:

- poznavanje in razumevanje procesov v poslovnem okolju organizacije in sposobnost za njihovo analizo, sintezo in predvidevanje rešitev ter njihovih posledic,
- zmožnost vzpostavljanja in vzdrževanja partnerskega odnosa s sodelavci, z delodajalcem in drugimi uporabniki oz. skupinami (lokalna skupnost, svetovalne službe, gospodarstvo ipd.) ter zmožnost strpnega dialoga,
- poznavanje in razumevanje utemeljitve in zgodovine temeljnih disciplin s področja poslovnih in upravnih ved, in sicer s področja ekonomije, podjetništva, poslovne

Objectives and competences:

The learning unit mainly contributes to the development of the following general and specific competences:

- knowledge and understanding of processes in the environment of organization and the ability to analyse, synthesise and envisage solutions and their consequences,
- the ability to establish and maintain partnerships with co-workers, the employer and other users or groups (local community, consultancy services, the economy, etc.) and the ability to have a tolerant dialogue,
- knowledge and understanding of the definitions and history of the core disciplines in the field of business and management sciences, especially in the fields of economics,

<p>informatike, ravnanja z ljudmi, kvantitativnih metod, prava in poslovanja,</p> <ul style="list-style-type: none"> • sposobnost za reševanje konkretnih delovnih problemov na področju upravljanja in poslovanja z uporabo znanstvenih metod in postopkov, • komuniciranje s strokovnjaki z različnih področij gospodarskega in družbenega življenja, • razumevanje odnosov med organizacijo in socialnim okoljem – sistemsko gledanje na delovanje, • zavzemanje za take spremembe sistema, ki zagotavljajo osnovne pravice in potrebe uporabnika oz. skupine. 	<p>entrepreneurship, business information technology, human resource management, quantitative methods, law and management,</p> <ul style="list-style-type: none"> • the ability to solve practical problems of working in the field of management and business using scientific methods and procedures, • communicating with experts from various fields of economic and social life, • understanding the relationships between the organization and social environment – systematic aspect of its functioning, • commitment to changes in the system which provide the basic rights and needs to the user or group.
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Predvideni študijski rezultati:

Intended learning outcomes:

<p>Znanje in razumevanje:</p> <p><i>Študent/Študentka razvije sposobnost za:</i></p> <ul style="list-style-type: none"> • definiranje in analizo delovnopравниh problemov in vprašanj, • raziskovanje pravne podlage problema, • formuliranje kratkih in koherentnih pravnih argumentiranj, • predstavitev argumentov v pisni in ustni obliki, • razvijanje veščin za pogajanja, razprave, razlage, zagovarjanja/spodbijanja in utemeljevanja. 	<p>Knowledge and understanding:</p> <p><i>Students:</i></p> <ul style="list-style-type: none"> • define and analyze the labour law problems and issues, • research the legal basis of the problem, • formulate a short and coherent legal reasoning, • present the arguments in written and oral form, • develop the skills of negotiation, discussion, interpretation, advocacy/contest and argument.
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Metode poučevanja in učenja:

Learning and teaching methods:

<ul style="list-style-type: none"> • <i>predavanja</i> z diskusijo in komentiranjem aktualnih problemov, ki se nanašajo na temo predmeta; • <i>seminarske vaje</i>; • izdelava <i>seminarske naloge</i>, njena predstavitev in diskusija o problemu. 	<ul style="list-style-type: none"> • <i>lectures</i> with discussion and commenting on the current issues relating to the theme of the subject; • <i>tutorial</i>; • preparation of the <i>seminar paper</i> and its presentation, including discussion of the problem.
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Načini ocenjevanja:

Delež (v %)
Weight (in %)

Assessment:

<p>Načini:</p> <ul style="list-style-type: none"> • pisni (ustni) izpit 	<p>70</p>	<p>Types:</p> <ul style="list-style-type: none"> • written (oral) exam
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<ul style="list-style-type: none">• izdelava, predstavitev in zagovor seminarske naloge	30	<ul style="list-style-type: none">• preparation, presentation and defence of the seminar paper
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