**Management Undergraduate Program
Fall 2020**

**MGMT 407 BUSINESS LAW**

<**Filename convention**: MGMT 407 FALL 2020

**Instructor:** Yeliz Bozkurt Gümrükçüoğlu

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**Web:** SuCourse

**Office Hours:** By appointment

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| --- | --- | --- | --- |
| **Type** | **Time** | **Days** | **Where** |
| Class | 08:30-11:30 pm  | T |  |
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**Course Objective:**

The purpose of Business Law is to offer the basic concepts related to individual labor law and will explore the institutional and regulatory framework that influences the employer/employee relationship in Turkey. Prior knowledge of law or the legal system is not expected.

**Learning Outcomes:**

Upon successful completion of the course, the student should be able to:

1. Describe the basic concepts of Turkisch labour law ( the employee, the employer, employer's representive, the workplace).

2. Explain the responsibilities and rights of employee-employer.

3. Classify different types of employment contracts.

4. Assess regulating pay and hours of work, the rest breaks.

5. Use the sources of Labour Law.

6. Interpret the results of employment contract termination.

7. Discuss employee privacy, cyberslacking and social media.

**Course Material:**

Textbook : Eyrenci/Taşkent/Ulucan, Bireysel İş Hukuku, İstanbul, 2019 Mart. ISBN 9786052423820

Readings: Labour Act No: 4857 (<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.4857.pdf>)

**List of Cases**

**We will work on some current supreme court decisions.**

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| --- | --- | --- |
| **Case 1** | **Date :** | **27.10.2020** |
| Case:Type: Subject:Teamwork?: Grading: | PaperDifferent types of employment contractsNoIndividual |
| **Case 2** | **Date:** | **08.12.2020** |
| Case:Type: Subject:Teamwork?:Grading: | PaperTermination of employment contract. NoIndividual  |
| **Case 3** | **Date:** | **22.12.2020** |
| Case:Type: Subject:Teamwork?:Grading: | PaperProtection of Employee's Personal Data NoIndividual  |

**Optional Reading Material:**

Sarper SÜZEK, İş Hukuku, Beta, İstanbul, 2019.

Nuri ÇELİK, Nurşen CANİKLİOĞLU, Talat CANBOLAT, İş Hukuku Dersleri, Beta, İstanbul 2019.

**Course Web:**

Will be available syllabus, assigment, case study and announcements on this course’s SuCourse site. Students should every week Friday check the website.

**Instructional Design:**

Classes will be a mixture of lecture, case study and discussion.

**Grading**:

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| --- | --- |
| ParticipationQuiz  | : % 10 : % 10 |
| Midterm ExamAssignment  | : % 30 :% 10 |
| Final Exam | : % 40  |

**Requirements:**

Students are expected to attend 80% of the classes unless they have an excuse preventing that. Students are obliged to join all examinations, case study and other assessment practices which are announced by the instructor in the syllabus. Participation points are earned not just by being physically present. In addition, students are expected to participate in the case study and discussion within the class. Participation and making contributions to class discussions are very important for student’s achievement. In case of an excuse that prevents the student to attend the class, information regarding the attendance status may be provided via e-mail address indicated above. The instructor shall evaluate the health reports submitted by the students who cannot join owing to the health problems. During class, mobile phones and laptop computers should be turned off and removed from sight.

Each student is required to complete his homework assignments on time. Failure to hand in assignments the day it is due will result in the student receiving a zero for the assignment. Be sure to pay close attention to deadlines—there will be no make up assignments or quizzes, or late work accepted without a serious and compelling reason and instructor approval. Using PowerPoint during the presentation of assignments is up to the student’s preference. There will be no extra credit assignments during the semester or after the final exam.

**Academic Honesty:**

Learning is enhanced through cooperation and as such you are encouraged to work in groups, ask for and give help freely in all appropriate settings. At the same time, as a matter of personal integrity, you should only represent your own work as yours. Any work that is submitted to be evaluated in this class should be an original piece of writing, presenting your ideas in your own words. Everything you borrow from books, articles, or web sites (including those in the syllabus) should be properly cited. Although you are encouraged to discuss your ideas with others (including your friends in the class), it is important that you do not share your writing (slides, MS Excel files, reports, etc.) with anyone. Using ideas, text and other intellectual property developed by someone else while claiming it is your original work is *plagiarism*. Copying from others or providing answers or information, written or oral, to others is *cheating*. Unauthorized help from another person or having someone else write one’s paper or assignment is *collusion*. Cheating, plagiarism and collusion are serious offenses that could result in an F grade and disciplinary action. Please pay utmost attention to avoid such accusations.

**Classroom policies and conduct**

Sabancı BA in Management Program values participatory learning. Establishing the necessary social order for a participatory learning environment requires that we all:

* Come prepared to make helpful comments and ask questions that facilitate your own understanding and that of your classmates. This requires that you complete the assigned readings for each session before class starts.
* Listen to the person who has the floor.
* Come to class on time.
* During the class, it is not allowed to use the mobile phones while computer usage is possible.
* It is not allowed to record in the class without permission.

**Course Schedule:**

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| **Week 1** | **Date:** | **06.10.2020** |
| Topic: | Presentation of the course: Introduction to Labour Law and sources of labour law, |
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| **Week 2** | **Date:** | **13.10.2020** |
| Topic: | Fundamental Conceptions: employee and employer, work place, employer's representive, he principal employer- subcontractor employer relationship |
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| **Week 3** | **Date:** | **20.10.2020** |
| Topic: | Employment Contract’s Concepts And Descriptions, different types of employment contracts (employment contract for a definite term and for an undefinite term, parttime and fulltime employment contract) **Determination of assignment topic** |
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| **Week 4** | **Date:**  | **27.10.2020** |
| Topic: | Case Study 1: Different types of employment contracts |
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| **Week 5** | **Date:** | **03.11.2020** |
| Topic: | Dept of employers founded on employment contract, equal treatment, [security measures](https://mail.iku.edu.tr/owa/redir.aspx?SURL=Df9igdMI6R2gPfnhGDUDL-FoisjC_LZByDtvVidAYZBdr2FMbK3SCGgAdAB0AHAAOgAvAC8AdwB3AHcALgB3AG8AcgBrAGkAbgBnAC0AaQBuAC0AZwBlAHIAbQBhAG4AeQAuAGMAbwBtAC8AZQBtAHAAbABvAHkAZQBlAC0AcAByAG8AdABlAGMAdABpAG8AbgAtADAAMAAyADIALgBoAHQAbQBsAA..&URL=http%3a%2f%2fwww.working-in-germany.com%2femployee-protection-0022.html), data protection, wages and its remuneration, minimum wage Quiz |
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| **Week 6** | **Date:** | **10.11.2020** |
| Topic: | Periods of employment and right to rest  |
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| **Week 7** | **Date:** | **17.11.2020** |
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| : | Organization of work, over time wage |
| **Week 8** | **Date:** | **24.11.2020**  |
| Topic: | Midterm Exam  |
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| **Week 9** | **Date:** | **01.12.2020** |
| Topic: | Termination of employment contract, job security,  |
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| **Week 10**  | **Date:** | **08.12.2020** |
| Topic: | Results of employment contract terminationCase Study 2: Termination of employment contract.  |
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| **Week 11** | **Date:**  | **15.12.2020** |
| Topic: | Protection of Employee's Personal Data, employee privacy, cyberslacking, social media policy |
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| **Week 12** | **Date:** | **22.12.2020** |
| Topic: | Case Study 3: Protection of Employee's Personal Data **Assignment due date !!!!** |
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| **Week 13** | **Date:** | **29.12.2020** |
| Topic: | Freedom of unions  |
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| **Week 14** | **Date:** | **05.01.2012** |
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| Topic: | Concept of collective agreements |

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Note: In case of necessity to change an exam date, you will be notified at least one week before.