

HRZ303 Employment Laws and Legal Issues

Level: 3

Credit Units: 5 Credit Units

Language:

Presentation Pattern: EVERY SEMESTER

Synopsis:

HRZ303 introduces students to the key elements of employment law and the role of employment law in business. Throughout the Course, students will be exposed to relevant Singapore legislation and case law in order to highlight the practical application of employment law.

Topics:

- Employment Law and the Contract of Employment
- Terms of the Employment Contract
- Obligations of the Employer
- Obligations of the Employee
- Termination of the Contract of Employment
- Workplace Health & Safety and Employment of Foreigners

Textbooks:

Arthur Khong: HR Practitioners' Guide to Employment, 3rd Edition 3 Lexis Nexis
ISBN-13: 9789814608176

Learning Outcome:

- Discuss statutory employment laws in Singapore in particular the Employment Act, Industrial Relations Act, Workplace Safety and Health Act as well as Work Injury Compensation Act.
- Discuss the common law in respect of employment laws.
- Apply employment laws to work related issues and resolve employee relations/industrial relations issues.
- Practice a disciplinary inquiry.
- Appraise the employee relations dept's roles at the Ministry of Manpower.
- Appraise the Industrial Arbitration Court's roles in employment relations.

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
QUIZ	20
GROUP BASED ASSIGNMENT	30
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**