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| **Name of the Course** | **Code** | **Semester** | **T+U** | **Credit** | **ECTS** |
| **Labor and Social Security Law** |  | 3 | 2+0 | 2 | 3 |
|  Prerequisite Courses |  |
| Language of the Courses | Turkish |
| Category of the Course | Compulsory |
| Coordinator of the Course |   |
| Lecturer |   |
| Asistants of the Course |   |
| Objective of the Course | Main objective of the course is aimed that students are informed about individual labor law, collective labor law, union activities and social security law, and they are prepared with practical examples as well as the necessary theoretical knowledge and Turkish Labor Legislation for business life. |
| Learning Outputs of the Course | At the end of the course, the student; 1. Will be able to explain the basic concepts of labor law.2.Will be able to explain the conclusion, content, termination and results of the termination of the employment contract.3.Will be able to explain collective labor relations and union activities.4.Will be able to analyze the Turkish social security system and conceptual framework.5.Gains knowledge of social insurance branches, short-term insurance, unemployment insurance. |
| Content of the Course | This course includes historical development of labor law, labor law no. 4857, definition elements of employment contract, types, contract, debts arising from employment contract, regulation of employment relationship in terms of wage, time and person, union organization, collective bargaining agreement, Turkish social security system . |
| **Weeks** |  **Subjects**  |
| 1 | Historical development of Business Law |
| 2 | Subject and basic principles of Labor Law |
| 3 | Application area of the Labor Law No. 4857 |
| 4 | Definition and elements of the Employment Contract |
| 5 | Types of Employment Contract |
| 6 | Making an Employment Contract |
| 7 | Obligations arising from the Employment Contract |
| 8 | Arranging the Business Relationship in terms of wages, time and persons |
| 9 | Termination of the Business Relationship and its consequences |
| 10 | Union membership and unions activities  |
| 11 | Collective Bargaining Agreement (CBA). Collective labor disputes and dispute resolution |
| 12 | Collective Business Convention (CBA). Collective work inconsistencies and of disputes solution  |
| 13 | Social Security Law: Conceptual framework and historical development. Social Security System in Turkey |
| 14 | Social Security Law: Social insurance branches. Short term insurances. Unemployment insurance. Long term insurances. General health insurance. |

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| **Competencies** |
| Students are expected to understand the main topics of this course and use it in their fields and applications. |
| **References** |
| Alper, Y. and Kilkis , I. (2015). *Labor and Social Security Law.* Dora Publishing. Istanbul.Need, N, H. and Kocabaş, F. (2019). *Labor and Social Security Law* . Anadolu University Publication No: 3830. Open Education Faculty Publication No: 2639. Eskişehir, |
| **Assessment System** |
| It is stated in the syllabus at the beginning of the semester. |

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| **Learning Outcomes of the Program and Course Matrix Chart** |
|  | **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** |
| **LO1** | 5 | 3 | 5 | 3 | 4 | 2 | 2 | - | - | - | 1 | 5 |
| **LO2** | 5 | 3 | 5 | 3 | 4 | 2 | 2 | - | - | - | 1 | 5 |
| **LO3** | 5 | 3 | 5 | 3 | 4 | 2 | 2 | - | - | - | 1 | 5 |
| **LO4** | 5 | 3 | 5 | 3 | 4 | 2 | 2 | - | - | - | 1 | 5 |
| **LO5** | 5 | 3 | 5 | 3 | 4 | 2 | 2 | - | - | - | 1 | 5 |
| **LO: Learning Outcomes PO: Program Outcomes1** |
| **Contribution****Level** | **1 Very Low** | **2 Low** | **3 Intermediate** | **4 High** | **5 Very High** |

Relevance of Program Outcomes and Course

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Name of the Course** | **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** |
| Labor and Social Security Law | 5 | 3 | 5 | 3 | 4 | 2 | 2 | - | - | - |  1 | 5 |

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