



APPLIES TO ACADEMIC YEAR 2012/2013

MAN 2135/2136/2258/2259 Management of Employment Law

Programme

Final Master of Management Program, Master of Management Program

Responsible for the course

Bjørn Eriksen

Department

Department of Accounting - Auditing and Law

Term

According to study plan

ECTS Credits

30

Language of instruction

Norwegian

Introduction

This program aims to provide insight into and an understanding of the legal regulation of employment and labour relations. The participants will learn to understand and handle legal problems that arise when businesses and public institutions undergo reorganizations in Norway and internationally.

Learning outcome

Prerequisites

Bachelor degree or equivalent and 4 years work experience. Please consult our Student regulations.

Compulsory reading

Books:

Borgerud, Ingeborg Moen ... [et al.]. 2007. Arbeidsrett : særlig om omstilling i offentlig sektor. Universitetsforlaget. Hele boken

Fougner, Jan og Lars Holo. 2012. Arbeidsmiljøloven : lov av 17. juni 2005 nr. 62 om arbeidsmiljø, arbeidstid og stillingsvern mv. : kommentarutgave. 2.utg. Universitetsforlaget. Historisk innledning side 17-42 samt kommentarer knyttet til pensumrelevante lovbestemmelser.

Fougner, Jan ... [et al.]. 2004. Kollektiv arbeidsrett. Universitetsforlaget. Kap. 1 til 14 (348 s.)

Fougner, Jan ... [et al.]. 2011. Omstilling og nedbemanning. 2. utg. Universitetsforlaget. 400 s
Fougner, Jan. 2007. Endring i arbeidsforhold : styringsrett og arbeidsplikt. Universitetsforlaget. Hele boken (329 sider)

Langfeldt, Sverre Faafeng, red. Næringslivets lovsamling 1687- ... til Lov og rett for næringslivet. Siste utg. Universitetsforlaget / Focus forlag. Alle pensumrelevante lover

Lødrup, Petter, John Asland. 2011. Oversikt over erstatningsretten. 7. utg. Cappelen Damm akademisk. Hele boken

Aagaard, Erik C. og Nina Melsom. 2006. Bedriftens personalhåndbok : rett og plikt i arbeidsforhold. 7. utg. Gyldendal akademisk. Hele boken

Other:

2005. Ot.prp.nr. 24 (2005-06): Om lov om endringer i lov 17. juni 2005 nr. 62 om arbeidsmiljø, arbeidstid og stillingsvern mv.

2005. Ot.prp.nr. 49 (2004-05) Ny lov om arbeidsmiljø, arbeidstid og stillingsvern m.v. (arbeidsmiljøloven)

2006. Ot.prp. nr. 84 (2005-2006) Om lov om endringer i arbeidsmiljøloven (varsling). Hele dokumentet. Dokumentet er tilgjengelig på www.odin.no

Lovforslag (Lovproposisjoner), utdelt materiale, herunder dommer.

Recommended reading

Books:

Engelsrud, Gerd. 2009. Styring og vern : arbeidsrett i kommuner og fylkeskommuner. 4. utg. Cappelen akademisk

Holo, Lars. 2006. Ferieloven av 29. april 1988 nr. 21 med kommentarer. 3. utg. Gyldendal akademisk

Jakhelln, Henning. 2006. Oversikt over arbeidsretten. 4. utg. Damm

Kjølaas, Christian. 2010. Personvern i arbeidsforhold. 1. utgave. Universitetsforlaget

Skarning, Nicolay. 2005. Nedbemanning og sluttpakker : en praktisk håndbok. Universitetsforlaget

Skarning, Nicolay. 2009. Permitteringer og nedbemanninger i praksis : en håndbok med råd, regler, fremgangsmåter og eksempler. Hegnar media

Skarning, Nicolay. 2011. Sykefravær : nye arbeidsoppgaver, omplassering eller oppsigelse. Universitetsforlaget

Steen, Sven Iver, Ingeborg Moen Borgerud og Rune Njøs Jacobsen. 2006. Obligatorisk tjenestepensjon : pensjon til alle. Universitetsforlaget

Storeng, Nils H., Tom H. Beck og Arve Due Lund. 2011. Arbeidslivets spilleregler. 2. utg. Universitetsforlaget

Ulseth, Terese Smith. 2006. Daglig leders stillingsvern : samspill og kollisjon mellom selskapsrett og arbeidsrett. Universitetsforlaget

Course outline

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|-------------------|---|
| 1st course module | Labour Law. Foundations; forms of regulation; recruitment and hiring |
| 2nd course module | Collective bargaining agreements and employment contracts; wages and working conditions |
| 3rd course module | Readjustment, outsourcing, workforce reductions |
| 4th course module | Termination of employment contract - changes and employment protection |
| 5th course module | Transfers of undertaking, international business and labour law across borders |

Computer-based tools

None.

Learning process and workload

The programme is conducted through five course modules, a total of 150 lecture hours.

Project tutorials differ in each Master of Management program. It will consist of personal tutorials and tutorials given in class. Generally the students may expect consulting tutorials, not evaluating tutorials. The total hours of tutorials offered is estimated to two hours pr. students following an ordinary Master of Management program. For students taking the program as their final Master of Management program the tutorials offered are estimated to a total of six hours.

Examination

The students are evaluated through a term paper, counting 18 credit hours and an individual written exam, counting 12 credit hours. Both evaluations must be passed to obtain a certificate for the program. The term paper may be written individually or in groups of maximum three persons.

For students taking this program as the final Master of Management Program the following applies:

The students are evaluated through a term paper, counting for 24 credit hours and an individual written exam, counting for 6 credit hours. The term paper may be written individually or in groups of maximum two persons. Both evaluations must be passed to obtain a certificate for the program.

Examination code(s)

MAN 21351 - Term paper; 18 credits; counts for 100 % to pass the program MAN 2135.
 MAN 21361 - written exam; 12 credits; counts for 100 % to pass the program MAN 2136.
 Both evaluations must be passed to obtain a certificate for the program.

For students taking this program as the final Master of Management Program the following applies:

MAN 22581 - Term paper; 24 credits; counts for 100 % to pass the program MAN 2258.
 MAN 22591 - individual written exam; 6 credits; counts for 100 % to pass the program MAN 2259.

Both evaluations must be passed to obtain a certificate for the program.

Examination support materials

Norges Lover (consolidated statutes, in Norwegian)

Re-sit examination

At the next ordinary exam.

Additional information