

**OSTİM TECHNICAL UNIVERSITY
FACULTY OF ECONOMICS AND ADMINISTRATIVE SCIENCES
MANAGEMENT INFORMATION SYSTEMS DEPARTMENT
COURSE SYLLABUS FORM**

MIS 372 Law of Enterprise							
Course Name	Course Code	Period	Hours	Application	Laboratory	Credit	ECTS
Law of Enterprise	MIS 372	6	3	0	0	3	3

Language of Instruction	English
Course Status	Elective
Course Level	Bachelor
Learning and Teaching Techniques of the Course	Lecture, Question & Answer, Problem-solving, Teamwork, Case Analysis

Course Objective
This course aims at delivering general information about individual labor law.

Learning Outcomes
Upon successful completion of this course; <ul style="list-style-type: none"> • the students will be able to interpret the labor law and to make use of the Labor Code.

Course Outline
This course examines the articles of the Labor Code and assesses the recent developments in labor law.

Weekly Topics and Related Preparation Studies

Weeks	Topics	Preparation Studies
1	Entrance Concept of Labor Law Nature of labor law	<ul style="list-style-type: none"> – What is the subject of labor law? – What are the employee-employer-state relations like?
2	Historical Development of Labor Law The Process of Evolution in the World and Türkiye	<ul style="list-style-type: none"> – How did the birth of the working class happen? – How does labor law relate to other fields? – What are the basic principles and thoughts that guide labor law?
3	Basic Concepts of Labor Law Concept of Employee and Employer Employer's Deputy Concept Workplace Concept	<ul style="list-style-type: none"> – What are the elements of the definition of worker? – What are the elements of the employer definition? – What are the elements of the definition of employer's agent and sub-employer? – What is a workplace and business?
4	Implementation of Labor Law Organization to Implement Labor Law Practice Area of Labor Law	<ul style="list-style-type: none"> – What are the rules and exceptions to the scope of the Labor Code?
5-6	Employment Contract Concept Definition of Employment Contract Elements of the Employment Contract Legal Nature of the Employment Contract Features of the Employment Contract Types of Employment Contracts Establishment of an Employment Contract Employment Contract Driving License Freedom of Employment Contract Form of Employment Contract Nullity of the Employment Contract	<ul style="list-style-type: none"> – What is an employment contract? – What are the legal characteristics of the employment contract? – What are the types of employment contracts? – How are working conditions regulated? – How to conclude an employment contract? – What are the cases of invalidity of the employment contract?
7	Obligations Arising from Employment Contract Workers' Debts Employer's Debts	<ul style="list-style-type: none"> – What is the obligation to pay wages? – How is the obligation to protect the worker applied? – What is the obligation to take equal action? – What are the employer's other debts?
8	MIDTERM EXAM	
9	Arrangement of Work Working Hours Rest Periods Leave Periods	<ul style="list-style-type: none"> – What are the normal operating times? – What is overwork? – What is break rest?
10-11	Wage Assurance The Idea of Protecting the Wage	<ul style="list-style-type: none"> – What are the ways to benefit from holiday and holiday fees?

	<p>Minimum Wage Payment Transfer of Fee Pledge of Fee Fee Exchange Foreclosure of Fee Wage Deduction Penalty Non-Deductibility of the Fee, Occupational Health and Safety The Meaning of Occupational Health and Safety Occupational Health and Safety Concepts Occupational Health and Safety Measures Employer's Occupational Health and Safety Obligations Occupational Health and Safety Audit Violation of Occupational Health and Safety</p>	<p>–What is annual paid leave? –What are the conditions of occupational health and safety?</p>
12	<p>Circumstances Terminating the Employment Contract Termination of the Employment Contract Except for Termination Termination of the Employment Contract by Termination</p>	<p>–What are the circumstances that terminate the employment contract without notice? –What are the circumstances that lead to the termination of the employment contract with notice?</p>
13	<p>Legal Consequences of the Terminated Employment Contract Issuance of Work Certificate to the Employee Receiving Release from the Employee Payment of Severance Pay to the Employee</p>	<p>– What is a release? – How is severance pay calculated?</p>
14-15	Term Summary, Practical Work	–Materials provided by the lecturer.

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FINAL EXAM

Textbook(s)/References/Materials:

Textbook:

- Demircioğlu/Centel/Kaplan: İş Hukuku, Beta Yayınevi, 2021.
- Eyrenci/Taşkent/Ulucan/Baskan: İş Hukuku, Beta Yayınevi, İstanbul, 2020.
- Öcal, Kemal Evren, İş Mevzuatı Açısından İşverenin El Kitabı, Seçkin Yayınevi, Ankara, 2022.
- Şakar, Müjdat: İş Hukuku Uygulaması, Beta Yayınevi, İstanbul, 2022.
- Üçışık, H. Fehim: İş Sağlığı ve Güvenliği Hukuku, Ötüken Neşriyat, İstanbul, 2021.

Supplementary References:

Other Materials: Lecture notes.

Studies	Number	Contribution margin (%)
Attendance		
Lab		
Class participation and performance		
Field Study		
Course-Specific Internship (if any)		
Quizzes / Studio / Critical		
Homework	1	25
Presentation		
Projects		
Report		
Seminar		
Midterm Exam/Midterm Jury	1	35
General Exam / Final Jury	1	40
Total		100
Success Grade Contribution of Semester Studies		50
Success Grade Contribution of End of Term		50
Total		100

ECTS / Workload Table

Activities	Number	Duration (Hours)	Total Workload
Course hours (Including the exam week): 16 x total course hours)	16	3	48
Laboratory			
Application			
Course-Specific Internship (if any)			
Field Study			
Study Time Out of Class	14	1	14
Presentation / Seminar Preparation			
Projects			
Reports			
Homework	1	8	8
Quizzes / Studio Review			
Preparation Time for Midterm Exams / Midterm Jury	1	20	20
Preparation Period for the Final Exam / General Jury	1	30	30
Total Workload		(120/30 = 4)	120

Course' Contribution Level to Learning Outcomes						
Nu	Learning Outcomes	Contribution Level				
		1	2	3	4	5
LO1	Increase the level of knowledge and awareness in the notion of labor law.					X
LO2	Assess the statutes specific to the labor law.					X
LO3	Develop acquaintance with the concepts of labor law.					X
LO4	Gains a legal perspective to issues in labor law.					X

**Relationship Between Course Learning Outcomes and Program Competencies
(Department of Management Information Systems)**

Nu	Program Competencies	Learning Outcomes				Total Effect (1-5)
		LO1	LO2	LO3	LO4	
1	Recognize and distinguish the basic concepts such as data, information, and knowledge in the field of Management Information Systems and know the processes to be followed for data acquisition, storage, updating, and security.					
2	Develop and manage databases suitable for collecting, storing, and updating data.					
3	As a result of his/her ability to think algorithmically, easily find solutions to the problems concerning the basic business functions.					
4	Learn programming logic, have information about current programming languages.					
5	Be able to use up-to-date programming languages.					
6	Be able to take part in teamwork or lead a team using knowledge of project management processes.					
7	Know ethical and legal rules, use professional field knowledge within the scope of ethical and legal rules.	x	x	x	x	5
8	Have knowledge in the fundamental areas of business administration namely management and organization, production, finance, marketing, numerical methods, accounting, etc., and have the knowledge and skills to work in-depth in at least one of them.					
9	Be able to solve the problems encountered in the field of internet programming by designing web applications.					
10	Develop and manage logistics and supply chain management activities					
11	Adapt his/her theoretical knowledge and the experience he/she will gain through practice at the departments of businesses such as information technologies, R&D, and management to real life.					
12	Be able to develop strategies that will provide a competitive advantage with his/her advanced knowledge of management strategies and management functions.					
13	Develop a business idea, commercialize the					

	business idea, and design and manage his/her own venture using entrepreneurial knowledge.					
14	By using English effectively, they can follow, read, write, speak and communicate universal information in the field of management information systems in a foreign language with professional competence.					
Total Effect						5
Policies and Procedures						
Web page: https://www.ostimteknik.edu.tr/management-information-systems-english-1241/915						
Exams: Exams aim to assess various dimensions of learning: knowledge of concepts and theory and the ability to apply this knowledge to real-world events by analyzing the situation, distinguishing problems and proposing solutions. Written exams can be of two types, open-ended questions, but also in the form of problems or multiple choice questions.						
Assignments: Quizzes and Homework (Assignments) can be applied. Scientific Research Code of Ethics is very important when preparing homework. Students should be careful about citing any material used from outside sources and reference them appropriately.						
Missed exams: Any student who misses an exam must bring an official medical certificate in order to take the make-up exam. A medical report must be obtained from a state hospital.						
Projects: Applicable.						
Attendance: The rules and regulations for attendance are announced at the beginning of the semester. In general, students must show up for at least 70% of their classes each semester.						
Objections: Students have the right to bring an objection to the Faculty or the Department if they find a factual error in their grade. Such a claim shall be evaluated, and the student shall be notified of the evaluation findings.						