

Public Management Bachelor Programme

Module	19 – Labour Law and Public Service Law		
Semester	2 nd semester (summer semester)		
Course	Labour Law and Public Service Law (L/E) [DE]		
Workload	4 SPW	5 credits	150 workload hours (45 attendance hours, 105 self-study hours)
Admission prerequisites	–		
Module coordinator	Dr. Alexandra Petersohn		

1. Learning outcomes

Students will be familiar with the basics of individual labour law and able to conclude an employment contract. They will also know how to legally terminate a contract on behalf of the employee or the employer. Students will be able to recognise simple problems from the legal areas listed and solve them using the subsumption technique. In relation to this, they will learn how to establish links between the German Civil Code (BGB), the German Commercial Code (HGB) and specific labour-law legislation in order to solve these.

Students will be well informed about the law concerning employees and civil servants in the public sector. They will be able to apply this knowledge to decisions in human resources management. They will know the essential differences between the terms of employment of employees and civil servants and be able to take these into consideration when making decisions.

2. Recommended prior knowledge and skills

Organisation and Human Resources Management I (module 01), Organisation and Human Resources Management II (module 02), Private Law (module 13).

3. Contents

- Concluding an employment contract
- Employer's right to request information and employee's right of privacy
- Employee liability privilege with regard to work-related activities
- Reasons for termination of employment relationship
- Incorporation of the German Basic Law into labour law
- The German General Treatment Act (AGG)
- Protection against unlawful dismissal
- Civil servants and employees in the public sector
- Changes in public service law
- Types of civil servants
- Conditions for cause for and termination of employment as a civil servant
- Human resources management measures (transfer, secondment, allocation and relocation)
- Rights and obligations of employees and civil servants

Relevant legal norms: Basic Law for the Federal Republic of Germany, AGG, BeamStG, BBG, ThürBG, TVöD, TV-L

4. Modes of teaching and learning, workload

Lecture with active feedback from students and integrated practical exercises (45 hrs); preparation and revision of lectures (25 hrs); sample questions and test exam (40 hrs), discussion of sample questions and test exam answers during class; exam preparation (40 hrs).

5. Type of examination

Written exam (120 minutes)

6. Literature

WICHMANN, Manfred; LANGER, Karl-Ulrich: *Öffentliches Dienstrecht*, 7. Auflage, Stuttgart 2013; SCHNELLENBACH, Helmut: *Beamtenrecht in der Praxis*, 8. Auflage, München 2013; LEPPEK, Sabine: *Beamtenrecht*, 11. Auflage, Heidelberg 2011; JUNKER, Abbo: *Grundkurs Arbeitsrecht*, 13. Auflage, München 2014.