

Name of university, Name of faculty: Trnava University
Faculty of Law

INFORMATION SHEET OF THE SUBJECT

Code: ZPPd001		Name: Labour Law - State Exam	
Cover: Department of labor law and social security law			
Type of educational activity: State Examination Scope of educational activity (in hours): Weekly: - For term of study: LS 0 Method of educational activity: Attendance		Number of credits: 5	Recommended semester: ST Study grade: PhD. Study
Recommended semester	Study programme		
2.year ST	Labour Law (ZPrP-DŠ)		
3.year ST	Labour Law (ZPrP-EŠ)		
Underlie subjects:			
Conditions for passing the course: Method of evaluation: Completion by taking a dissertation examination Continuous evaluation: Final evaluation: This is a subject of the state exam, the condition for passing this subject is to answer the questions of the state exam. Oral dissertation exam. The doctoral student answers randomly selected questions from a pre-determined and doctoral student-accessible range of exam questions, which are published on the faculty's website within the department. The doctoral student answers questions in front of the examination board and answers the questions asked by its members during the discussion, thus demonstrating knowledge of the current state of labour law, as well as the ability to present knowledge, opinions and opinions. Finished: By state exam.			
Learning outcomes: By passing the subject of the state exam, the student demonstrates the acquisition of: - knowledge of the current state of legal science of labor law; - skills of analytical analysis of problems of theoretical-application character; - the ability to formulate the results (through opinions and statements) of the scientific activity in the intentions of their justification and correctness (especially in relation to the topic of the dissertation).			
Schedule of subject: Topics of test questions: 1. Subject and functions of labor law 2. Fundamental social rights and liberal freedoms 3. Basic principles of labor law 4. Historical development of labor law until 1989 5. Development of labor law after 1989 6. Scope of application of labor law and scope of application of Labour Code 7. Employment of foreigners, free movement of employees 8. Employment of EU citizens, employment of citizens from third countries 9. Delegation of employees to work in EU countries 10. Sources of labor law 11. The concept and types of legal acts in labor law 12. Invalidity of legal acts 13. Contracts in labor law 14. The concept and classification of labor relations 15. Subjects of labor relations 16. Subjective law, legal obligation, abuse of law and bullying in labor law 17. The term of employment 18. The term of employer 19. The term of employee 20. Types of employment 21. Method of establishing an employment relationship 22. Employment contract and employment relationship 23. Employment contract - concept, content 24. Contract of services 25. Contract of part-time work of students 26. Types of employment contracts 27. Fixed-term employment 28. Employment for an indefinite period 29. Part-time employment 30. Change in the content of the employment relationship 31. Change of subject of employment 32. Reasons for unilateral reassignment to another job 33. Transfer of a company or part of a company and protection of employees			

34. Termination of rights and obligations from employment relationships
35. Labor claims in the case of the death of an employee
36. Pre-contractual obligations
37. Types of employment contracts
38. Award of an employment contract
39. Assignment of employees to perform work for another employer
40. Termination of employment (concept, methods of termination)
41. Termination agreement
42. Termination
43. Termination by the employer
44. Termination of the employee
45. Immediate termination of employment
46. Immediate termination of employment by the employer
47. Immediate termination of employment by the employee
48. Termination of employment on the basis of a legal event or official decision
49. Invalidity of termination of employment
50. Job report and certificate of employment
51. Work discipline, concept, content
52. Obligations of the employee in the employment relationship
53. Obligations of the employer in the employment relationship
54. Legislation on the employee's competitive activity
55. Labor law regulation of working time
56. Breaks at work
57. Weekly and daily rest
58. Evenly and unevenly distributed working time, flexible working time
59. Overtime and work emergency
60. Holiday (types, conditions)
61. Remuneration according to Labour Code
62. Remuneration under the Act on the Performance of Work in the Public Interest
63. Safety and health at work
64. Obstacles to work of the employer
65. Obstacles to work of the employee
66. Important personal obstacles at work
67. Upgrading the employee's qualifications
68. Employer's social policy
69. Special working conditions for women
70. Special working conditions for minors
71. Responsibility in labor law
72. Basic types of responsibility in labor law
73. Responsibility assumptions
74. General responsibility of the employer
75. General responsibility of the employee
76. Special responsibility of the employer
77. Special responsibility of the employee
78. Agreement of material responsibility
79. Agreements of work performed outside the employment
80. Collective Bargaining Act
81. Collective agreements (legal nature, concept, content)
82. Collective bargaining
83. Legislation of the strike
84. Grounds for invalidity of the strike
85. Legal regulation of exclusion
86. Employment Services Act
87. The concept of suitable employment
88. Employment of people with disabilities
89. Participants in legal relations ensuring the right to work
90. Inclusion of people with disabilities in employment
91. Act on the performance of work in the public interest
92. Civil Service Act
93. Temporary employment agencies
94. Active arrangement on labor market
95. Unjust enrichment
96. Time and periods in labor law
97. Expiration of rights and foreclosure in labor law
98. Legal regulation of retirement benefits and compensation
99. Legal regulation of remuneration according to Labour Code, the Act on Remuneration of Employees in the Performance of Work in the Public Interest and on the Basis of Agreements on work performed out of employment
100. Remuneration of overtime work, holiday work and night work
101. Deceptions from payrolls and the agreement on deceptions from payrolls and the regulation of average earnings

Recommended reading:

Basic recommended literature:

Barancová, H. et al.: Slovenské pracovné právo. 1st ed. Bratislava : Sprint 2, 2019. 663 p. (Juristika). ISBN 978-80-89710-48-5.

Other recommended literature:

Barancová, H. et al.: Zákonník práce : komentár. 2nd ed. Bratislava : C.H. Beck, 2019. Legal status as of 30.10.2019. xxiv, 1485 p. (Great

comments). ISBN 978-80-89603-78-7.
Olšovská, A.: Pracovní pomer. 1st ed. Praha : Wolters Kluwer ČR, 2017. 199 p. ISBN 978-80-7552-946-6.

Language requirements: Slovak

Notes:

Course evaluation:

Assessed students in total: 12

A	B	C	D	E	FX
75%	17%	8%	0%	0%	0%

Lecturers:

doc. JUDr. Miloš Lacko, PhD., examiner

doc. JUDr. Viktor Križan, PhD., examiner

prof. JUDr. Mgr. Andrea Olšovská, PhD., examiner

Date of last change: 01.09.2026

Approved by: prof. JUDr. Mgr. Andrea Olšovská, PhD.