

Toyama College		Year	2022	Course Title	Employment Law I
Course Information					
Course Code	0163		Course Category	Specialized / Elective	
Class Format	Lecture		Credits	School Credit: 1	
Department	Department of International Business		Student Grade	5th	
Term	First Semester		Classes per Week	2	
Textbook and/or Teaching Materials	浜村彰, 唐津博ほか著『ベーシック労働法第8版』(有斐閣, 2020年)				
Instructor	Matsubara Yoshihiro				
Course Objectives					
At the completion of this course, students will be able to 1) Explain tools for determining and modification of working conditions. 2) Explain legal rules of starting work and how to work. 3) Explain legal rules of wage and working hours.					
Rubric					
	Ideal Level of Achievement (Very Good)		Standard Level of Achievement (Good)		Unacceptable Level of Achievement (Fail)
Evaluation 1	Can explain tools for determining and modification of working conditions almost perfectly.		Can explain tools for determining and modification of working conditions correctly.		Can't explain tools for determining and modification of working conditions.
Evaluation 2	Can explain legal rules of starting work and how to work almost perfectly.		Can explain legal rules of starting work and how to work correctly.		Can't explain legal rules of starting work and how to work.
Evaluation 3	Can explain legal rules of wage and working hours almost perfectly.		Can explain legal rules of wage and working hours correctly.		Can't explain legal rules of wage and working hours.
Assigned Department Objectives					
Teaching Method					
Outline	The aim of this course is to master the basic knowledge of the employment law which I would like to acquire as a business person.				
Style	Lecture				
Notice	• Final exam: 100% The recognition of credit requires 60 points or more rating.				
Characteristics of Class / Division in Learning					
<input type="checkbox"/> Active Learning		<input type="checkbox"/> Aided by ICT		<input type="checkbox"/> Applicable to Remote Class	
				<input type="checkbox"/> Instructor Professionally Experienced	
Course Plan					
			Theme	Goals	
1st Semester	1st Quarter	1st	Guidance System and history of employment law	Can explain system and history of employment law.	
		2nd	Changes in employment environment and employment law	Can explain changes in employment environment and employment law.	
		3rd	The partner of employment law and the system of work condition determination	Can explain the partner of employment law and the system of work condition determination.	
		4th	Tools for determining and modification of working conditions	Can explain tools for determining and modification of working conditions.	
		5th	Legal rules of starting work (1)	Can explain legal rules of recruitment, employment placement, job offer.	
		6th	Legal rules of starting work (2)	Can explain legal rules of employment period, clear indication of working conditions.	
		7th	Legal rules of how to work (1)	Can explain outline of labor contract act and principles of labor contract.	
		8th	Legal rules of how to work (2)	Can explain legal rules of collective determination of working conditions.	
	2nd Quarter	9th	Legal rules of how to work (3)	Can explain legal rules of individual determination of working.	
		10th	Wages (1)	Can explain legal rules of wage.	
		11th	Wages (2)	Can explain wage system and legal rules of wage payment.	
		12th	Working hours (1)	Can explain principles of regulation of working hours.	
		13th	Working hours (2)	Can explain legal rules of modified working schedule system.	
		14th	Working hours (3)	Can explain legal rules of de facto working hours system and overtime work.	
		15th	Final exam		
		16th	Confirmation of exam paper	Return exam paper, commentary.	
Evaluation Method and Weight (%)					
			Examination	Total	

Subtotal	100	100
Basic Ability	60	60
Technical Ability	30	30
Interdisciplinary Ability	10	10