Employee Relations and Private Sector Labor Law Training Course

09 - 13 Nov 2026

Vienna

5800 € (Per Person)

Ref: #LEG4424_41993

Course Introduction / Overview:

The modern workplace is a dynamic environment, and understanding the complexities of labor law and employee relations is essential for any private sector business. This program offers a comprehensive look at the legal and practical aspects of managing human resources, from hiring and contracts to disciplinary actions and terminations. It dives into the core principles of labor law, including worker rights, compensation, and workplace safety, providing participants with the knowledge to build a fair and compliant work environment. We will cover key topics like collective bargaining, dispute resolution, and managing legal risks in employment practices. The course integrates insights from legal scholar Kenneth G. Dau-Schmidt, an expert in labor and employment law, and draws from his works to provide a solid academic foundation. We will discuss the principles outlined in his book "Employment Law and the Human Resource Professional," applying them to real-world scenarios. BIG BEN Training Center designed this course to empower managers, human resources professionals, and business owners to navigate labor relations with confidence and competence. The goal is to give you the tools to create a positive, productive, and legally sound workplace that benefits both the organization and its employees.

Target Audience / This training course is suitable for:

- Human resources managers and specialists.
- Employee relations officers.
- Line managers and department heads.
- Business owners and entrepreneurs.
- Legal and compliance officers.
- Operations managers.
- Small and medium-sized enterprise (SME) leaders.
- Government agencies and regulatory bodies.

Target Sectors and Industries:

- Retail and wholesale trade.
- Manufacturing and production.
- Information technology and software development.
- Financial services and banking.
- Hospitality and tourism.
- Healthcare and medical services.
- Consulting and professional services.
- Government agencies and equivalents.

Target Organizations Departments:

- Human resources.
- Legal and compliance.
- Operations.
- Administration.
- Finance.
- General management.
- Executive leadership.

Course Offerings:

By the end of this course, the participants will have able to:

- Apply fundamental principles of labor law to daily management.
- Draft legally sound employment contracts and policies.
- Manage employee disputes and grievances effectively.
- Understand and implement fair disciplinary and termination procedures.
- Ensure compliance with workplace health and safety regulations.
- Navigate collective bargaining and union relations.
- Identify and mitigate legal risks in human resource management.
- Create a positive and productive work environment by applying best practices.

Course Methodology:

This training uses a highly interactive and practical approach to learning. The program blends classroom instruction with hands-on activities, ensuring that participants not only understand the theory but also know how to apply it. We use a range of teaching methods, including case studies based on actual legal precedents, group discussions, and role-playing scenarios. These exercises give participants a chance to practice negotiating employment contracts, handling disciplinary meetings, and resolving workplace disputes in a safe, guided setting. Our experienced trainers at BIG BEN Training Center provide personalized feedback and facilitate a dynamic learning environment where participants can share their own challenges and learn from each other's experiences. The curriculum is designed to be highly relevant to the private sector, focusing on the specific legal and relational challenges that organizations face. The training also includes practical checklists and templates that participants can use back in their workplaces to ensure compliance and improve their processes. The overall goal is to equip managers and HR professionals with the practical tools and confidence they need to handle complex employee situations.

Course Agenda (Course Units):

Unit One: Foundations of Employment Law

- Employment contracts and agreements.
- Worker classification (employees vs. contractors).
- The legal framework for hiring and recruitment.
- Wage and hour laws.
- Workplace privacy and surveillance.

Unit Two: Employee Relations and Conduct

- Managing performance and disciplinary procedures.
- Employee grievances and internal complaint systems.
- Legal requirements for termination and severance.
- Preventing and addressing workplace discrimination.
- Handling harassment and bullying claims.

Unit Three: Health, Safety, and Compensation

- Legal obligations for workplace safety.
- Worker's compensation and injury claims.
- Managing leaves of absence (e.g., medical, family).
- Overtime regulations and special compensation rules.
- Benefits and legal aspects of employee welfare.

Unit Four: Collective Bargaining and Union Relations

- The legal right to organize and form unions.
- The process of collective bargaining.
- Drafting and interpreting collective agreements.
- Handling strikes and industrial action.
- Dispute resolution in unionized workplaces.

Unit Five: Emerging Trends and Strategic Compliance

- The legal implications of remote work.
- Using technology in human resource management.
- Data protection laws and employee records.
- Creating a culture of compliance and ethical conduct.
- International labor law considerations for multinational companies.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

In what ways will the rise of the gig economy and a more mobile workforce challenge traditional labor laws and necessitate new legal frameworks for the private sector?

What unique qualities does this course offer compared to other courses?

This course provides a unique and practical look at labor law that goes beyond just memorizing legal codes. It focuses on how managers and HR professionals can apply legal principles to create a positive and productive work environment. We emphasize hands-on learning through realistic case studies, role-playing, and group discussions, which helps participants develop the confidence to handle complex situations with legal certainty. The curriculum is specifically tailored to the private sector and addresses the most pressing issues businesses face today, from managing a remote workforce to navigating new regulations on data privacy. Our instructors are not just academics; they are legal experts and practitioners with real-world experience, offering insights and best practices that are immediately useful. We also include practical tools and templates that participants can use directly in their jobs, making the training an investment in their professional toolkit. Unlike courses that just cover the law, this program teaches you how to use the law as a strategic advantage to build a strong, ethical, and successful organization.