BUS106 Business Law and Governance T326 Brief

All information in the Subject Outline is correct at the time of approval. KOI reserves the right to make changes to the Subject Outline if they become necessary. Any changes require the approval of the KOI Academic Board and will be formally advised to those students who may be affected by email and via Moodle.
Information contained within this Subject Outline applies to students enrolled in the trimester as indicated

1. General Information

1.1 Administrative Details

Associated HE Award(s)	Duration	Level	Subject Coordinator
Bachelor of Business (BBus) Diploma of Business (Dip Bus)	1 Trimester	Undergraduate	Charles J. Bali charles.bali@koi.edu.au P: +61 (2) 9283 3583 L: Level 7-11, 11 York Street Consultation via Moodle or by appointment

1.2 Core / Elective

This is a core subject for the above courses.

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

Subject Credit Points	Total Course Credit Points
4	BBus 96; Dip Bus 32

1.4 Student Workload

Indicated below is the expected student workload per week for this subject.

No. timetabled hours/week *	No. personal study hours/week **	Total workload hours/week ***
4 hours/week (2-hour Lecture + 2-hour Tutorial)	6 hours/week	10 hours/week

* Total time spent per week at lectures and tutorials
** Total time students are expected to spend per week in studying, completing assignments, etc.
*** Combination of timetable hours and personal study.

1.5 Mode of Delivery

Classes will be face-to-face or hybrid. Certain classes will be online (e.g., special arrangements).

1.6 Pre-requisites

None

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the weekly worksheets and subject support material provided in Moodle. Students should read this material before coming to class to improve their ability to participate in the weekly activities.
- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.
- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject: Students should have a non-programmable calculator. Applications in smart phones may not be sufficient to perform the required calculations.

1.8 Academic Advising

Academic advising is available to students throughout teaching periods including the exam weeks. As well as requesting help during scheduled class times, students have the following options:

- **Consultation times:** A list of consultation hours is provided on the homepage of Moodle where appointments can be booked.
- **Subject coordinator:** Subject coordinators are available for contact via email. The email address of the subject coordinator is provided at the top of this subject outline.
- **Academic staff:** Lecturers and Tutors provide their contact details in Moodle for the specific subject. In most cases, this will be via email. Some subjects may also provide a discussion forum where questions can be raised.
- **Head of Program:** The Head of Program is available to all students in the program if they need advice about their studies and KOI procedures.
- **Vice President (Academic):** The Vice President (Academic) will assist students to resolve complex issues (but may refer students to the relevant lecturers for detailed academic advice).

2 Academic Details

2.1 Overview of the Subject

For a manager to be fully effective, they must have a sound working knowledge of the laws, regulations and governance structures relevant to commercial and workplace settings. This subject aims to equip students with a knowledge of law and regulations relevant for managers. Students will learn how to discern legal risks, how to formulate strategies to reduce risks from materialising, and how to ensure regulatory compliance. This subject will cover a range of established topics including employment and discrimination law, as well as considering the position of the law on new and emerging technologies and trends such as Artificial Intelligence (AI) and Work from Home (WFH).

2.2 Graduate Attributes for Undergraduate Courses

King's Own Institute's generic graduate attributes for a bachelor's level degree are summarised below:

	KOI Bachelor Degree Graduate Attributes	**Detailed Description**
	Knowledge	Current, comprehensive and coherent knowledge
	Critical Thinking	Critical thinking and creative skills to analyse and synthesise information and evaluate new problems
	Communication	Communication skills for effective reading, writing, listening and presenting in varied modes and contexts and for transferring knowledge and skills to a variety of audiences
	Information Literacy	Information and technological skills for accessing, evaluating, managing and using information professionally
	Problem Solving Skills	Skills to apply logical and creative thinking to solve problems and evaluate solutions
	Ethical and Cultural Sensitivity	Appreciation of ethical principles, cultural sensitivity and social responsibility, both personally and professionally
	Teamwork	Leadership and teamwork skills to collaborate, inspire colleagues and manage responsibly with positive results
	Professional Skills	Professional skills to exercise judgement in planning, problem solving and decision making

Across the course, these skills are developed progressively at three levels:

- **Level 1 Foundation** – Students learn the basic skills, theories and techniques of the subject and apply them in basic, stand-alone contexts.
- **Level 2 Intermediate** – Students further develop skills, theories and techniques of the subject and apply them in more complex contexts, beginning to integrate the application with other subjects.
- **Level 3 Advanced** – Students have a demonstrated ability to plan, research and apply the skills, theories and techniques of the subject in complex situations, integrating the subject content with a range of other subject disciplines within the context of the course.

2.3 Subject Learning Outcomes

This is a Level 1 subject.

Listed below, are key knowledge and skills students are expected to attain by successfully completing this subject:

Subject Learning Outcomes	Contribution to Graduate Attributes
a) Identify legal and regulatory issues relevant to the professional manager or business operator in different commercial contexts	
b) Formulate strategies individually and in teams to reduce potential legal risks and to ensure compliance	
c) Examine the obligations, rights and remedies available to diverse stakeholders in workplace environments	
d) Assess the implications of different sources of law and regulations for workplace compliance policies and procedures	
e) Evaluate the connections between law, ethics and policy as these arise in the workplace	

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:

Week (beginning)	Topic covered in each week's lecture	Reading(s)	Expected work as listed in Moodle
Week 1 26 October	Introduction to Management Law: An Overview of Legal Frameworks, Corporate Governance, Regulatory & Compliance Bodies.	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 1	Class work: Week 1 Lecture Slides & Tutorial Discussion Questions; Ice Breaker activities. Students must complete the Readings ahead of class-time (during their personal study hours) to be prepared for class discussion

Week 2 02 November	The Nexus of Ethics, Policy and Law; Industrial, Managerial and Statutory Organisations and Employer/Employee Relationship Corporate Ethics, and Corporate Social Responsibility & Human Rights	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 2	Class work: Week 2 Lecture Slides & Tutorial Discussion Questions Students must complete the Readings ahead of class-time during their personal study hours.
Week 3 09 November	Application of Torts I – negligence, defamation and other torts in commercial contexts	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 3	Class work: Week 3 Lecture Slides & Tutorial Discussion Questions. Students must complete the Readings ahead of class-time during their personal study hours. **Assessment 4: Week 3 Critical Reflection on the Readings due (5%)**
Week 4 16 November	Application of Torts II - Vicarious Liability in commercial contexts	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 4	Class work: Week 4 Lecture Slides and Tutorial Discussion Questions. Students must complete the Readings ahead of class-time during their personal study hours. **Assessment 1: Quiz (10%) due via Moodle. Students may attempt at any time during Week 4.**
Week 5 23 November	Employment Law I - Employee Enterprise Bargaining and Industrial Awards	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 5	Class work: Week 5 Lecture Slides and Tutorial Discussion Questions. Students must complete the Readings ahead of class-time during their personal study hours
Week 6 30 November	Employment Law II – Trade Secret and Reasonable Restraint of Trade	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia	Class work: Week 6 Lecture Slides and Tutorial Discussion Questions. **Assessment 2: Case Study Report is due for submission to Turnitin link on Moodle (25%).**

		Chapter 5	**Assessment 4: Week 6 Critical Reflection on the Readings due (5%).**
Week 7 07 December	Workplace Health and Safety (WHS) Law	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 6	Class work: Week 7 Lecture Slides and Tutorial Discussion Questions.
Week 8 14 December	Discrimination, bullying and harassment law	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 7	Class work: Week 8 Lecture Slides and Tutorial Discussion Questions.
Week 9 04 January	The Law of Insurance	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 8	Class work: Week 9 Lecture Slides and Tutorial Discussion Questions. **Assessment 3: Student groups will be given a Workplace Scenario. Students will be given class-time to work collaboratively on making a Workplace Policy (See Assessment 3 Task Details)** **Assessment 4: Week 9 Critical Reflections on the Readings due (5%)**
Week 10 11 January	New and Emerging Technologies (NETs) and Trends; exploring the current and likely future implications of NETs (e.g. for workplaces	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 9	Classwork: Week 10 Lecture and Tutorial Discussion Questions **Assessment 3: Students to submit their group's Workplace Policy to Turnitin submission link on Moodle. Student groups to do their presentations (30% Workplace Policy + 20% Group Presentation)**

Week 11 18 January	Work from Home (WFH) and Privacy Law	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 9	Class work: Week 11 Lecture Slides and Tutorial Discussion Questions. **Assessment 3: Completion of presentations by Student Groups (who did not present in Week 10) (20% Group Presentation).**
Week 12 25 January	Administrative Bodies – the law of Courts, Commissions and Tribunals. Use of alternative dispute resolution, and remedies for small business disputes.	Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia Chapter 10	Class work: Week 12 Lecture Slides and Tutorial Discussion Questions.
Week 13 01 February	Study review week and Final Exam Week		
Week 14 08 February	Examinations Continuing students - enrolments for T127 open	Please see exam timetable for exam date, time and location	
Week 15 15 February	- Student Vacation begins - New students - enrolments for T127 open		
Week 16 22 February	• Results Released • Review of Grade Day for T326 – see Sections 2.6 and 3.2 below for relevant information. • Certification of Grades NOTE: More information about the dates will be provided at a later date through Moodle/KOI email.		
T127 01 March 2027			
1 01 Mar	Week 1 of classes for T127.		

2.5 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *Lectures* (1 hours/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorials often include group exercises and so contribute to the development of teamwork skills and cultural understanding. Tutorial participation is an essential component of the subject and contributes to the development of many of the graduate attributes

(see section 2.2 above). Tutorial participation contributes towards the assessment in many subjects (see details in Section 3.1 for this subject). Supplementary tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.

- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester
- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.6 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

Assessment Type	When assessed	Weighting	Learning Outcomes Assessed
Assessment 1: Quiz (Individual work)	Week 4 (Students may complete at any time during week 4)	10%	a,c,d
Assessment 2: Case Study Report (Individual work)	Week 6	25%	a,c,d,e
Assessment 3: Simulated Workplace Scenario (Group Workplace Policy and Group Presentation) (Groupwork)	Weeks 9-12	50%	a,b,c,d,e
Assessment 4: Critical Reflection on the Readings (Individual work)	Weeks 3,6,9	15%	a,b,c,d,e

Requirements to Pass the Subject:

To gain a pass or better in this subject, students must gain a minimum of 50% of the total available subject marks.

2.7 Prescribed and Recommended Readings

Prescribed Texts (textbook/s):

Bali, C., & Divisek, P., (2026), *Management Law: Navigating Corporate Governance, Emerging Technology, and Workplace Responsibility,* 1st Ed., Learn Now Publications, Sydney, Australia. ISBN: 978-1-76073-373-5

Recommended readings:

Hanrahan, P., Ramsay, G., & Stapledon, G. (2022). *Commercial Applications of Company Law*. 23rd ed. Oxford University Press Australia.

James, N. (2024). Business law (7th ed.). John Wiley & Sons Australia.

Giliker, P. (2023). Vicarious liability and corporations. In *Research Handbook on Corporate Liability* (pp. 274-291). Edward Elgar Publishing.

Munton, J. R. (2021). *Labour Law EBook*. Oxford University Press Australia & New Zealand.

Rawling, M., & Munton, J. R. (2023). *Regulating Gig Work: Decent Labour Standards in a World of On-demand Work*. Routledge (Taylor & Francis).

Suggested Conference/Journal Articles:

Allen, D. (2023). Strengthening Australia's Workplace Laws to Promote Equality in the Post-Covid-19 Era. *Japan Labor Issues*, 23. DOI: Not assigned. EBSCO: Indexed in Academic Search / Business Source. Andelman, L. (2021). Employment law: Beyond the bounds of Uber: Implications for Australia. *LSJ: Law Society of NSW Journal*, (76), 74-76. DOI: Not assigned. EBSCO: Usually indexed in Legal Source (EBSCO)

Corones, S., & Davis, J. (2017). Protecting consumer privacy and data security: Regulatory challenges and potential future directions. *Federal Law Review*, *45*(1), 65-95. DOI: https://doi.org/10.1177/0067205X1704500104 EBSCO: Indexed in Legal Source / Academic Search Premier

Gray, A. (2022). Determining Whether an Employment or Independent Contractor Relationship Exists and the Relevance of Contractual Performance to its Interpretation. *Australian Business Law Review*, *50*(4), 270-290. DOI: Not assigned. EBSCO: Indexed in Legal Source (EBSCO)

Kim, D. (2023). Artificial Intelligence Should Not Become a "Black Hole" for Human Agency in Tort Law. *The Tort Law Review*, *29*(2), 52-168. DOI: Not assigned. EBSCO: Indexed in Legal Source (EBSCO)

Lobel, O. (2017). The gig economy & the future of employment and labor law. *USFL Rev.*, *51*, 51. DOI: Not assigned. EBSCO: Indexed in Legal Source / HeinOnline

O'Brien, L., Beratis, D., Ramsay, I., & Ali, P. (2023). Financial Hardship and Complaints-Handling in the Buy-Now Pay-Later Industry: A Recent Empirical Study. *Australian Journal of Competition and Consumer Law*, 31(4), 299-311. DOI: Not assigned. EBSCO: Indexed in Legal Source

Ojelabi, L. A., Abedi, F., De Koker, L., & Zeleznikow, J. (2023). Effectiveness of Dispute Resolution Processes Conducted Online: Findings from Empirical Research with Implications for Small Business Providing Dispute Resolution Services. *Australian Business Law Review*, *51*, 345-359. DOI: Not assigned. EBSCO: Indexed in Legal Source

Paine, L. S. (1994). Law, ethics, and managerial judgment. *J. Legal Stud. Educ.*, *12*, 153. DOI: https://doi.org/10.1111/j.1744-1714.1994.tb00102.x EBSCO: Indexed in Business Source Complete

Sainsbury, M. (2023). Small Business and Legal Needs: Effective Support for Access to Justice. *Australian Business Law Review*, *51*(5), 297-307. DOI: Not assigned. EBSCO: Indexed in Legal Source

Walters, R. (2023). Cybersecurity, Data Governance and Directors Fiduciary Duty: An Expanding Obligation. *Australian Business Law Review*. DOI: Not assigned. EBSCO: Indexed in Legal Source

Students are encouraged to read peer reviewed journal articles and conference papers. Google Scholar provides a simple way to broadly search for scholarly literature. From one place, you can search across many disciplines and sources: articles, theses, books, abstracts and court opinions, from academic publishers, professional societies, online repositories, universities and other web sites.

Useful Websites:
The following industry websites are useful introductory sources covering a range of information useful for this subject.

- Business Ethics - https://www.emerald.com/insight/publication/doi/10.1108/S2514- 175920193
- Corporate Governance - https://www.emerald.com/insight/publication/issn/1472-0701
- International Journal of Corporate Social Responsibility - https://www.emeraldgrouppublishing.com/journal/ijpdlm
- International Journal of Ethics and Systems - https://www.emerald.com/insight/publication/issn/2514-9369
- International Journal of Organizational Analysis - https://www.emerald.com/insight/publication/issn/1934-8835
- International Journal of Physical Distribution & Logistics Management - https://www.emeraldgrouppublishing.com/journal/ijpdlm
- International Journal of Quality & Reliability Management -

https://www.emerald.com/insight/publication/issn/0265-671X

- Journal of Global Responsibility - https://www.emerald.com/insight/publication/issn/2041- 2568
- Quality Management Journal - https://asq.org/quality-resources/pub/quality-management- journal
- Social Responsibility Journal - https://www.emerald.com/insight/publication/issn/1747-1117
- Sustainable Development Goals - https://sdgs.un.org/goals
- TQM Journal - https://www.emerald.com/insight/publication/issn/1754-2731