

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

American Public University System

The Ultimate Advantage is an Educated Mind

School: Business
Course Number: HRMT602
Course Name: Employment & Labor Relations
Credit Hours: 3
Length of Course: 8 weeks
Prerequisites: None

Please see the **Lessons area** in the classroom for additional course specific information

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Course Description (Catalog)

This course is a conceptual and functional analysis of the legal framework and principles of employment law. Issues are addressed from a managerial perspective so that students have an opportunity to develop their business decision-making skills, (via employment law scenarios), as they relate to the evaluation of legal ramifications affecting a variety of workplace situations. Topics include the agency-employment relationship; discrimination under Civil Rights Act Title VII and other federal laws based on race/color, gender, age, national origin, religion, pregnancy, and sexual orientation; diversity, affirmative action, and bona fide occupational qualifications; employer negligence in hiring; criminal checks and credit screenings; physical fitness, ethics, and personality tests for employment purposes; vicarious liability, sexual harassment, and workplace violence; challenges with organized labor/unions under the National Labor Relations Act; working standards including pay, hours, age requirements, etc. set by the Fair Labor Standards Act and state equivalents; and challenges arising from the Family and Medical Leave Act.

Course Scope

The course is designed to provide students with an in depth understanding of employment law as it pertains to both employees and management. Real world situations are discussed and analyzed throughout the course to illustrate how employment law is analyzed and implemented within the

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scope of the organization, employees, and management. Additionally, the course focuses on the management and training of employees and managers within the laws and regulations set forth by the federal, local and state governments.

Course Material

Required Course Textbooks:

Not applicable. Articles are available in the announcements section and students will be required to conduct research on the various topics.

Required Readings: Articles in the announcements section.

Additional Resources: Located in the lessons and announcements section.

Websites: In addition to the required course texts, the following public domain websites are useful. Please abide by the university's academic honesty policy when using Internet sources as well. Note website addresses are subject to change.

Site Name	Website URL/Address
Society for Human Resources Management	https://www.shrm.org/pages/default.aspx
APA Style Writing	http://www.apastyle.org
Managing Human Resources	http://humanresources.about.com/od/glossary/m/g/manage_humans.htm

Course Objectives

After successfully completing this course, you will be able to:

1. Distinguish and discuss key terms, concepts, and legal principles concerning the field of employment law.
2. Develop and establish a good working knowledge of employment law.
3. Analyze case studies and law to discuss potential applications and fallacies associated with the various case rulings and appeals concerning different issues associated with employment law.
4. Recognize and differentiate various approaches to employment law as presented in various law case readings.
5. Compare and contrast various managerial approaches to employment law.
6. Defend or criticize the application of various labor relations principles.
7. Brief an employment law case and explain the necessary points of employment law.
8. Research and compile an analysis paper to demonstrate the adult learner's ability to gather, analyze, and synthesize current legal research on a current employment law issue.

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Course Outline

Week	Topic(s)	Learning Objectives	Reading(s)	Assignment(s)
1	Employment Discrimination - Part I	1, 2, 3, 6	See lesson content and additional readings in Announcements section.	Forum and written assignment
2	Employment Discrimination - Part II	1, 2, 6	See lesson content and additional readings in Announcements section.	Forum
3	Other Discrimination Concepts	1, 2, 5, 6	See lesson content and additional readings in Announcements section.	Forum and written assignment
4	Employer Negligence - Part I	1, 2, 6	See lesson content and additional readings in Announcements section.	Forum
5	Employer Negligence - Part II	1, 2, 4, 6, 7	See lesson content and additional readings in Announcements section.	Forum and written assignment
6	Employer Negligence - Part III	1, 2, 6	See lesson content and additional readings in Announcements section.	Forum
7	The Slow Movement to Better Balance - Part I	1, 2, 5, 6	See lesson content and additional readings in Announcements section.	Forum and written assignment
8	The Slow Movement to Better Balance - Part II	1, 2, 6, 8	See lesson content and additional readings in Announcements	Forum and written final project

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Course Delivery Methods

Grading for the course will be based on the following:

- Eight forums
- Four written assignments
- One written final project

Grade Instrument	% Final Grade
(8) Forums - 5% each	40%
(4) Written assignments - 10% each	40%
(1) Written final project	20%
Total	100%

Course Delivery Methods

This course delivered via distance learning will enable students to complete academic work in a flexible manner, completely online. Course materials and access to an online learning management system will be made available to each student. Online assignments are due by Sunday evening of the week as noted and include Forum questions (accomplished in groups through a threaded forum), examination, and individual assignments submitted for review by the Faculty Member). Assigned faculty will support the students throughout this eight-week course.

Policies

Please see the [Student Handbook](#) to reference all University policies. Quick links to frequently asked question about policies are listed below.

- [Drop/Withdrawal Policy](#)
- [Plagiarism Policy](#)
- [Extension Process and Policy](#)
- [Disability Accommodations](#)

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Grading Scale

Please see the [Student Handbook](#) to reference the University's [grading scale](#).

Citation and Reference Style

Attention Please: Students will follow the APA Format as the sole citation and reference style used in written work submitted as part of coursework to the University. Assignments completed in a narrative essay or composition format must follow the citation style cited in the APA Format.

Late Assignments

Students are expected to submit classroom assignments by the posted due date and to complete the course according to the published class schedule. The due date for each assignment is listed under each Assignment. As adults, students, and working professionals, I understand you must manage competing demands on your time. We all know that “life happens” but it is important to adhere as closely to the deadlines in the class as possible.

Should you need additional time to complete an assignment, please contact me before the due date so we can discuss the situation and determine an acceptable resolution. If arrangements are not made in advance, a late penalty of 10% will be assessed for any assignment submitted 1-7 days past the due date. Assignments will not be accepted after the 7th day. No work will be accepted past the final day of class.

Netiquette

Online universities promote the advancement of knowledge through positive and constructive debate – both inside and outside the classroom. Forums on the Internet, however, can occasionally degenerate into needless insults and “flaming.” Such activity and the loss of good manners are not acceptable in a university setting – basic academic rules of good behavior and proper “Netiquette” must persist. Remember that you are in a place for the rewards and excitement of learning which does not include descent to personal attacks or student attempts to stifle the Forum of others.

- **Technology Limitations:** While you should feel free to explore the full-range of creative composition in your formal papers, keep e-mail layouts simple. The Sakai classroom may not fully support MIME or HTML encoded messages, which means that bold face, italics, underlining, and a variety of color-coding or other visual effects will not translate in your e-mail messages.
- **Humor Note:** Despite the best of intentions, jokes and especially satire can easily get lost or taken seriously. If you feel the need for humor, you may wish to add “emoticons” to help alert your readers: ;-) :)

Disclaimer Statement

Course content may vary from the outline to meet the needs of this particular group.

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Academic Services

The Online Library is available to enrolled students and faculty from inside the electronic campus. This is your starting point for access to online books, subscription periodicals, and Web resources that are designed to support your classes and generally not available through search engines on the open Web. In addition, the Online Library provides access to special learning resources, which the University has contracted to assist with your studies. Questions can be directed to librarian@apus.edu.

- **Charles Town Library and Inter Library Loan:** The University maintains a special library with a limited number of supporting volumes, collection of our professors' publication, and services to search and borrow research books and articles from other libraries.
- **Electronic Books:** You can use the online library to uncover and download over 50,000 titles, which have been scanned and made available in electronic format.
- **Electronic Journals:** The University provides access to over 12,000 journals, which are available in electronic form and only through limited subscription services.
- **Tutor.com:** AMU and APU Civilian & Coast Guard students are eligible for 10 free hours of tutoring provided by [APUS. Tutor.com](http://apus.tutor.com) connects you with a professional tutor online 24/7 to provide help with assignments, studying, test prep, resume writing, and [more. Tutor.com](http://more.tutor.com) is tutoring the way it was meant to be. You get expert tutoring whenever you need help, and you work one-to-one with your tutor in your online classroom on your specific problem until it is done.
- **Disability Accommodations:** Students are encouraged [email dsa@apus.edu](mailto:email_dsa@apus.edu) to discuss potential academic accommodations and begin the review process.

Request a Library Guide for your course (<http://apus.libguides.com/index.php>)

The AMU/APU Library Guides provide access to collections of trusted sites on the Open Web and licensed resources on the Deep Web. The following are specially tailored for academic research at APUS:

- Program Portals contain topical and methodological resources to help launch general research in the degree program. To locate, search by department name, or navigate by school.
- Course Lib-Guides narrow the focus to relevant resources for the corresponding course. To locate, search by class code (e.g., SOCI111), or class name.

If a guide you need is not available yet, please email the APUS [Library: librarian@apus.edu](mailto:librarian@apus.edu).

Turnitin.com

Faculty may require assignments be submitted to Turnitin.com. Turnitin.com will analyze a paper and report instances of potential plagiarism for the student to edit before submitting it

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for a grade. In some cases professors may require students to use [Turnitin.com](https://www.turnitin.com). This is automatically processed through the Assignments area of the course.