

11/28/2022 DATE

REQUIRED COURSE
 ELECTIVE COURSE

Business DIVISION
 NEW COURSE
 REVISION

Lake Land College

Course Information Form

COURSE NUMBER:		BUS-285		TITLE: (30 Characters Max)		Labor Relations																					
SEM CR HRS:		3		Lecture:		3		Lab:		0		ECH:		3													
Course Level:		<input type="checkbox"/> Gen Ed / IAI <input checked="" type="checkbox"/> Baccalaureate /Non-IAI		<input type="checkbox"/> Career/Technical <input type="checkbox"/> Dev Ed/ Not in Degree Audit		Clinical Practicum:		0		Work-based Learning		0		WBL ECH:		0											
COURSE PCS #		11 - 52. 1002		IAI Code								Contact Hours (Minutes Per Week)															
Repeatable (Y/N):		Y		Pass/Fail (Y/N):		N		Variable Credit (Y/N):		N		Min:				Max:				16 Wks		150		8 Wks		300	
Prerequisites:		BUS-142 Introduction to Business or consent of instructor																									
Catalog Description: (40 Word Limit)		A study of the labor and employment laws that have the greatest impact on the relationship between employers and employees, and the strategies managers utilize to maintain an effective level of employee satisfaction. Transfers as elective credit only.																									

List the Major Course Segments (Units)		Contact Lecture Hours	Contact Lab Hours	Clinical Practicum	Work-based Learning
1	Employment Law	8			
2	Overview Employment Discrimination	6			
3	The Hiring Process	8			
4	Managing a Diverse Workforce	6			
5	Pay Benefits and Terms of Conditions	8			
6	Managing Performance	5			
7	Unions and Collective Bargaining	4			
TOTAL		45	0	0	0

EVALUATION					
QUIZZES	<input checked="" type="checkbox"/>	EXAMS	<input checked="" type="checkbox"/>	ORAL PRES	<input type="checkbox"/>
LAB WORK	<input type="checkbox"/>	PROJECTS	<input checked="" type="checkbox"/>	COMP FINAL	<input type="checkbox"/>
				PAPERS	<input checked="" type="checkbox"/>
				OTHER	<input type="checkbox"/>

COURSE MATERIALS	
TITLE:	Employment Law for Human Resource Practice
AUTHOR:	David J. Walsh
PUBLISHER:	Cengage Learning
VOLUME/EDITION/URL:	4th Edition
COPYRIGHT DATE:	2013

MAJOR COURSE SEGMENT	HOURS	LEARNING OUTCOMES
		<i>The student will be able to:</i>
Employment Law	8	Describe the federal, state, and local laws and regulation that impact the employment relationship.
Overview Employment Discrimination	6	Define employment discrimination and strategies employed by firms to avoid discriminatory employment practices.
The Hiring Process	8	Discuss strategies used by organizations to effectively recruit qualified job applicants.
Managing a Diverse Workforce	6	Describe what is meant by diversity in the workforce and the opportunities and challenges managers face trying to lead a diverse group of employees.
Pay Benefits and Terms of Conditions	8	Explain how wages, benefits, and conditions of employment impact an employee's perception of compensation equity.

Managing Performance	5	Discuss how firms use the performance evaluation process as a tool to boost both productivity and morale. Describe strategies organizations utilize to address employee termination.
Unions and Collective Bargaining	4	Describe strategies managers employ when confronted with the prospect of unionization and how unionized firms approach the collective bargaining process.
45		

COURSE OUTCOMES*	At the successful completion of this course, students will be able to:
	• Describe the federal, state, and local laws and regulations that impact the employment relationship.
	• Explain how wages, benefits, and conditions of employment impact an employee's perception of compensation equity.
	• Describe what is meant by diversity in the workforce and the opportunities and challenges managers face trying to lead a diverse group of employees.
	• Describe strategies managers employ when confronted with the prospect of unionization and how unionized firms approach the collective bargaining process.

* Course Outcomes will be used in the Assessment Software for Outcomes Assessment. Limit to 3 - 5.