

Course	HRMG 5700 Employment Law
Intent of the Course	<p>Employment law encompasses all laws that affect the formation of the employment relationship, the conduct of employment, and termination of employment. The field of employment law encompasses many different legal areas and concepts, but all touch upon the nature of the employment relationship. The intent of the course is not to make students experts in employment law, but to have students appreciate and be familiar with the legal context in which human resources management exists. Developing awareness of potential legal problems is the goal, not developing expertise in solving legal problems. Keeping the course up to date is difficult because of the dynamic legal environment. On the other hand, the constant stream of news relating to employment law makes it easy to demonstrate the relevance of the course for human resources management students and practitioners.</p> <p>Given the broad scope of employment law, probably the most appropriate instructional strategy is to cover employment discrimination law in detail and briefly address other employment-related laws. The course should briefly cover laws impacting private and public unions, but its primary focus should be on the non-union employment relationship. The core course on labor relations gives more detailed coverage of the union environment. ERISA and other laws affecting benefits can be overwhelming in the details, and there is an elective course on benefits (Employee Benefits, HRMG 5960) that discusses many of the legal aspects of benefits. Accordingly, the laws related to benefits should be introduced, but not covered in detail.</p> <p>Although the instructor may want to briefly discuss international differences in employment law, such coverage is not mandatory and should be kept brief. The primary reason for introducing international dimensions of law is to simply illustrate that American law is only one of many different perspectives on the employment relationship. There is certainly not enough time to cover international employment law in any depth.</p>
Course Level Learning Outcomes	<p>Upon successful completion of this course, the student will be able to:</p> <ol style="list-style-type: none"> 1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws and legal theories relating to employment law. 2. Apply appropriate terminology, facts, concepts, principles, laws and legal theories when analyzing moderately complex employment law problems. 3. Develop appropriate solutions to moderately complex employment law problems using the terminology, facts, concepts, principles, laws and legal theories taught in the

	<p>course.</p> <ol style="list-style-type: none"> 4. Evaluate the quality of their proposed solutions against appropriate employment law criteria. 5. Discuss the role of employment law in helping to make decisions about human resources management problems.
<p>Course Content</p>	<p>Upon successful completion of this course, the student will be able to:</p> <ol style="list-style-type: none"> 1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws and legal theories relating to employment law. 2. Apply appropriate terminology, facts, concepts, principles, laws and legal theories when analyzing moderately complex employment law problems. 3. Develop appropriate solutions to moderately complex employment law problems using the terminology, facts, concepts, principles, laws and legal theories taught in the course. 4. Evaluate the quality of their proposed solutions against appropriate employment law criteria. 5. Discuss the role of employment law in helping to make decisions about human resources management problems.
<p>Suggested Course Activities</p>	<p>Program Level Learning Outcomes can be found on the Faculty Course Information site of the Connections portal, under their individual department menus. During the first class session, please review the relevant Program Level Learning Outcomes with the students, and discuss how this required course for the program relates to those Program Level Learning Outcomes. If you have any questions, please refer them to the Site Director. Thank you.</p> <p>Classes should include individual and group exercises, as well as discussions of videos and cases. Some individual exercises may be completed during class, but most will be completed outside class. All group exercises will be completed during class to avoid coordination problems associated with meeting outside class.</p> <p>Analyzing abridged cases will be helpful in showing how judges shape the laws, but reading cases in their entirety is often too difficult for many students. Cases are useful ways to force students to apply the legal principles in new situations and appreciate the complexity of the laws and the difficulty of balancing competing principles. Students may find it useful if they bring news relating to employment law issues to class, or discuss issues from their own workplace.</p> <p>Having students analyze exercises and cases is probably the best vehicle for getting students to apply their knowledge in this area. Writing term papers is probably not very useful in getting students to understand how to apply the concepts taught in the course to the workplace, and too often leads to academic dishonesty problems. Although this could be avoided by having students write about problems in their workplace or other</p>

	<p>organizations, usually relatively few students have enough in-depth knowledge of legal problems in their organizations to accurately critique them.</p> <p>Usually there is a midterm examination and a final examination, which consist of multiple choice questions, short answers, and short essay questions or exercises. The examinations should cover all of the assigned readings, even if the material was not discussed in class. In addition, students should be told they may be tested on information introduced in lectures, videos, or cases, but which was not covered in the textbook.</p>
Textbooks	<p>See the textbook list for textbooks that have been used to teach this course.</p> <p>There are many employment law books, including short paperbacks (which are generally inadequate, although books in the “law in a nutshell” series may be acceptable), casebooks written for law students, treatises (“hornbooks”) written for lawyers, and employment law textbooks. For most purposes, regular textbooks are the best books for this course because they typically include abridged cases and short scenarios for discussion. The following textbooks should be acceptable:</p> <ul style="list-style-type: none"> • Moran, J.J. Employment Law. Prentice Hall • Helewitz, J.A. Advanced Employment Law. Prentice Hall. • Bennett-Alexander, D.D. & Hartman, L.P. Employment Law for Business. McGraw Hill (good ancillary material) <p>Do not use textbooks that focus exclusively on labor law or labor relations.</p>
Suggested Waiver Policy	<p>Students who have completed a graduate-level employment law course in another educational institution may waive this course if the topics were similar to this course. Business law courses or legal environment of business courses are not equivalent courses and no waiver should be granted. Generally, courses entitled labor relations or labor law are not the equivalent and a waiver should not be granted.</p>
Other	None

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