

MGMT 338 Labor Relations

Credit Hours: 3

Scheduled hours per week 3

Lecture: # **Lab:** #

Other: May be taught as e-course, hybrid, or traditional

Catalog Course Description: This course examines the development of labor organizations and the process of collective bargaining. Other topics to be studied include arbitration, grievance procedures, mediation, the NLRB, and selected statutes governing labor relations.

Pre-requisites: MGMT 220 or instructor permission

Co-requisites: N/A

Course Learning Outcomes:

Bachelors of Applied Science in Business Administration	
(BASBA) Program Outcomes	
<i>Management/Marketing concentration (M/M):</i>	
<ul style="list-style-type: none"> Communicate effectively and professionally both orally and in writing including complex report generation. 	x
<ul style="list-style-type: none"> Demonstrate and integrate the use functional areas of business including accounting, economics, finance, global business, management, marketing and the legal environment of business. 	x
<ul style="list-style-type: none"> Demonstrate the ability to work ethically, effectively, and respectfully with people of diverse backgrounds and with people whom have different roles, social affiliations, and personalities. 	x
<ul style="list-style-type: none"> Apply best practices in human resource management, organizational structure, and leadership techniques to manage a team or department. 	x
<ul style="list-style-type: none"> Apply marketing concepts to conduct internal marketing research studies, create and deploy business-to-consumer advertising campaigns, and deploy business-to-business functions including sales force management and procurement processes. 	

Bachelors of Science in Business Administration	
(BSBA) Program Outcomes	
<i>General Business Specialization (GenBus):</i>	
<ul style="list-style-type: none"> Communicate effectively and professionally both orally and in writing including complex report generation. 	x
<ul style="list-style-type: none"> Demonstrate the use of quantitative skills in analysis of complex business decisions with a global perspective. 	x
<ul style="list-style-type: none"> Demonstrate and integrate the use functional areas of business including accounting, economics, finance, global business, management, marketing and the legal environment of business. 	x
<ul style="list-style-type: none"> Demonstrate the ability to work ethically, effectively, and respectfully with people of diverse backgrounds and with people whom have different roles, social affiliations, and personalities. 	x

<ul style="list-style-type: none"> Demonstrate the ability to solve complex business and organizational problems using programmed and non-programmed decision techniques using logical reasoning for evaluating information and data. 	x
<ul style="list-style-type: none"> Apply best practices in management of functional areas including Human Resources, development and analysis of organizational design and structure, and leadership techniques to manage a team or department. 	x
<ul style="list-style-type: none"> Demonstrate an understanding of complex marketing concepts including developing and deploying research studies for data collection and analysis, creating and deploying both B2C and B2B functions including procurement, supply chain management, and other marketing analysis. 	
<ul style="list-style-type: none"> Be admission-ready for a Master of Business Administration program if desired. 	x

Topics to be studied:

Development of American business practices
 Development of labor laws and labor organizations.
 Steps and processes involved in collective bargaining.
 Terminology of labor law and procedures.
 Best course of action for employers, employees, and those involved from labor organizations
 -Filing law suits to grieve wrongful processes.
 -Mediation
 -Arbitration.
 -Other procedures.
 Theories and approaches dealing with equal employment law and its application.
 Legal issues that may arise in a variety of contexts.
 Engage in a forum of open discussion/debate to develop a more effective approach to decision making and problem solving applicable for improving labor-management relations.
 Research and write summaries of the National Labor Relations Board and state and federal laws relating to employment law.

Relationship of Course to General Education Learning Outcomes:	
Composition and Rhetoric Students illustrate a fundamental understanding of the best practices of communicating in English and meet the writing standards of their college or program-based communication requirements.	X
Science & Technology Students successfully apply systematic methods of analysis to the natural and physical world, understand scientific knowledge as empirical, and refer to data as a basis for conclusions.	
Mathematics & Quantitative Skills Students effectively use quantitative techniques and the practical application of numerical, symbolic, or spatial concepts.	
Society, Diversity, & Connections Students demonstrate understanding of and a logical ability to successfully analyze human behavior, societal and political organization, or communication.	
Human Inquiry & the Past Students interpret historical events or philosophical perspectives by identifying patterns, applying analytical reasoning, employing methods of critical inquiry, or expanding problem-solving skills.	X
The Arts & Creativity Students successfully articulate and apply methods and principles of critical and creative inquiry to the production or analysis of works of art.	
10/20/2017	

Special requirements of the course:

WVUP UCS Form Revised October 2017

Research Paper and PowerPoint Presentation on a selected law or court ruling in employment law

Additional information:

Anything else that may be useful.

Prepared by: Wooten

Date: 10/20/2017