A. Course Description

Credits: 4

Lab Hours/ Weeks: Corequisites: None

Lecture Hours/ Week:

MnTC Goals: None

Key laws, administrative regulations and selected court cases which impact day-to-day, employee-employer relationships are the focus of this course. Students explore formulation of policies and programs that respond to issues such as equal employment opportunity, wage and salary administration, safety and health, employment at will, immigration, drug testing, and labor/management relations in unionized organizations.

B. Course Effective Dates: 08/01/1998 - 09/05/1999 09/06/1999 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Spot everyday employment-law issues that come up in typical workplaces.
2. Advise management of the employer's obligations regarding employee rights, and apply those concepts when developing options.
3. Analyze actual and potential claims, develop responses and implement prevention strategies.
4. Develop compliant policies and practices.

E. Learning Outcomes (MN Transfer Curriculum)

This contains no goal areas.

G. Special Information

Recommended: MGMT 310 Principles of Management or MGMT 320 Organizational Behavior Note: This course is recommended for general management and business administration students in addition to human resource management professionals.