Metropolitan State University

HRM 550: Employee/Labor Relations

A. Course Description

Credits: 4

Prerequisites: HRM 310 Human Resource Management: A Strategic Framework

Lab Hours/Weeks: Corequisites: None

Lecture Hours/Week: MnTC Goals: None

This course focuses on employer-employee relationships in both union and nonunion settings in the private and public sectors. Employee relations policies and practices include topics such as workplace violence, drug and alcohol policies, dispute resolution mechanisms, work teams, lean manufacturing/continuous improvement, employee involvement programs and employee communications. Labor relations topics addressed in the course include the unionization process, collective bargaining, contract administration, grievance procedures, arbitration and the future of unions in the United States.

B. Course Effective Dates: 08/01/1998 - 09/05/1999 09/06/1999 - 12/16/2006 12/17/2006 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Understand and apply employee and labor relations from strategic management perspective and the ability to link it to business necessities and requirements.
2. Understand and apply a structured decision-making approach to employee and labor relations.
3. Understand and apply how managers should be involved in employee and labor relations.
4. Understand and apply key employee and labor relations principles and current 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 or HRM 370 Employment Law Note: This course is recommended for general management and business administration students in addition to human resource management professionals.