HR645: Employee and Labor Relations

Course Description:

Provides an overview of the internal consulting role of HR in Employee and Labor Relations. This includes history, applicable laws, challenges and opportunities. Employee Relations will examine the broad range of concepts and practices that arise out of the relationship between an organization and its employees. Analyzes the organization decisions that impact on employee training, conduct, evaluation, coaching, counseling, disciplining, and separation. The Labor Relations process will be demonstrated from the union organizational campaign, to contract negotiations through the grievance procedure and arbitration. Finally, it examines ways to create an inclusive work environment that fosters diversity and provides an overview of how organizations deal with change, including in the case of mergers and acquisitions.

This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines.

Learning Objectives:

Upon the successful completion of this course, the student will be able to:

1) Differentiate between Employee Relations and Labor Relations and the role of HR
2) Identify relevant employment federal laws
3) Identify strategies for retention
4) Identify methods to improve and enhance employee development
5) Identify ways to create an inclusive work environment that fosters diversity
6) Identify ethical approaches to disciplinary actions and separation. Valuing diversity globally
7) Explain the process of union organization and collective bargaining
8) Describe discipline policies, the grievance procedure, and mediation/arbitration
9) Summarize the applicable private sector and public sector Labor Relations laws
10) Explain how employee relations can create a positive organizational culture
11) Explain the importance of change in organizations— Mergers and acquisitions
12) Labor Unions in China