



## EMPLOYEE AND LABOR RELATIONS — BUSN 1121

### A. Course Description

- **Credits:** 3.00
- **Lecture Hours/Week:** 3.00
- **Lab Hours/Week:** 0.00
- **OJT Hours/Week:** 0
- **Prerequisites:** None
- **Corequisites:** None
- **MnTC Goals:** None

This course will examine all aspects of employee and labor relationships. Learning will include the various employee engagement strategies, the performance management process, collective bargaining and legal and ethical considerations. This course observes the standards for the Human Resource Certification Institute (HRCI).

### B. Course Effective Dates: 8/27/18 – Present

### C. Outline of Major Content Areas

1. Collective bargaining.
2. Communications and engagement.
3. Legal and ethical considerations.
4. Measurement and documentation.
5. Performance management.
6. Unions.

### D. Learning Outcomes

1. Describe informal and formal documentation.
2. Describe the collective bargaining process.
3. Explain employee engagement strategies.
4. Identify goals and expectations.
5. Illustrate the performance management process.
6. Influence employee behavior.
7. Measure the effectiveness of employee relations.
8. Measure the effectiveness of labor relations.
9. Review legal and ethical considerations.

**E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

**F. Learner Outcomes Assessment**

As noted on course syllabus

**G. Special Information**

None noted