



BAKER COLLEGE

STUDENT LEARNING OUTCOMES

HRM 4010 Human Resources and Employment Law

3 Semester Hours

Student Learning Outcomes and Enabling Objectives

1. Analyze information on common-law employment issues by reviewing federal and state laws.
 - a. Interpret at-will employment relationships.
 - b. Explain employee privacy issues.
 - c. Explain workplace torts.
 - d. Interpret non-compete agreements.
 - e. Analyze wrongful discharge scenarios.
2. Evaluate equal employment opportunity by reviewing Title VII of the Civil Rights Act and other federal and state legislation.
 - a. Evaluate information on American with Disabilities Act (ADA), Age Discrimination and Employment Act, Civil Rights Act 1991, and Pregnancy Discrimination Act.
 - b. Evaluate information on federal and state legislation regarding marital status, gender equity (LGBT issues), Family Medical Leave Act (FMLA), Equal Pay Act, and sexual harassment.
 - c. Evaluate immigration reform act, criminal background check regulations, Veterans Reemployment Act, and other military requirements.
 - d. Interpret other employment legislation as enacted.
 - e. Interpret enforcement and remedies of equal employment opportunity laws (i.e. executive orders, sections of the Civil Rights Act, and state legislation).
3. Examine the protection of employee and employer rights.
 - a. Explore the impact of the Occupational Safety & Health Act (OSHA).
 - b. Identify OSHA forms and requirements.
 - c. Interpret the Fair Labor Standards Act (FLSA) on employment practices.
 - d. Explore other employment regulations (i.e. Social Security and Supplemental Security Acts, Workers' Compensation, Affordable Care Act, Employment Retirement Security Act (ERISA), and Unemployment Compensation).
4. Examine the development of labor relations in the United States.
 - a. Explore the development of American Labor Unions.
 - b. Explore the development of the National Labor Relations Act (NLRA) and the National Labor Relations Board (NLRB).
 - c. Interpret the National Labor Relations Act impact on employee/employer relations regarding unfair labor practices (i.e. social media policies, employment policies, confidentiality agreement).

These SLOs are approved for experiential credit.

Effective: Fall 2017