



**Credit Hours:** 3

**Contact Hours:** This is a 3-credit course, offered in accelerated format. This means that 16 weeks of material is covered in 8 weeks. The exact number of hours per week that you can expect to spend on each course will vary based upon the weekly coursework, as well as your study style and preferences. You should plan to spend 14-20 hours per week in each course reading material, interacting on the discussion boards, writing papers, completing projects, and doing research.

**Faculty Information:** Faculty contact information and office hours can be found on the faculty profile page.

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## COURSE DESCRIPTION AND OUTCOMES

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### Course Description:

This course provides students with a solid foundation in employment law from a Human Resource Management (HRM) perspective, both domestically and globally. In this course, students will learn about employment at-will and its exceptions, employer and employee responsibilities, labor unions, federal legislation and how it protects workers and organizations, and how Human Resources (HR) functions and organizational policies are influenced by federal law. Through this course, students will be able to understand organizational culture, ethics, diversity and inclusion, risk management, and corporate social responsibility. Students will examine real-world case studies and determine what federal laws/regulations apply to the case, as well as how organizational policies can further reinforce legal decision making.

### Course Overview:

This course provides you with a solid foundation in business law concepts important to a business owner, manager, or company employee. It focuses on ethical conduct of employees, managers, and the business in its entirety, with specific study on employment law. You will learn about risk management, corporate social responsibility, organizational development, diversity, discrimination, labor unions, culture, and ethics. The course includes an important discussion regarding employment discipline and termination. The culminating project of the course is the creation and evaluation of a code of ethics for a chosen organization or a whistleblower case option.

### Course Learning Outcomes:

1. Describe the history, importance, and application of federal employment laws.
2. Analyze how federal law impacts HR and organizational decisions and policies.
3. Analyze how diversity, inclusion, and ethics impact HR and organizational policies.
4. Determine appropriate strategies for addressing and handling violations to organizational policies and laws.
5. Critique real-world case studies in which employment law was breached and offer suggestions of HR functions/improvements that could mitigate future risks.
6. Describe federal laws which impact workers (such as FMLA or OSHA).

7. Synthesize how to use analytical data to design HR strategy and make decisions.

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## **PARTICIPATION & ATTENDANCE**

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Prompt and consistent attendance in your online courses is essential for your success at CSU-Global Campus. Failure to verify your attendance within the first 7 days of this course may result in your withdrawal. If for some reason you would like to drop a course, please contact your advisor.

Online classes have deadlines, assignments, and participation requirements just like on-campus classes. Budget your time carefully and keep an open line of communication with your instructor. If you are having technical problems, problems with your assignments, or other problems that are impeding your progress, let your instructor know as soon as possible.

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## **COURSE MATERIALS**

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### **Required:**

No textbook is required for this course.

### **Suggested:**

SHRM membership- Within this course, we are recommending that students join SHRM; however, this is not mandated. Approximate cost is \$40.00 for SHRM student membership.

***NOTE:** All non-textbook required readings and materials necessary to complete assignments, discussions, and/or supplemental or required exercises are provided within the course itself. Please read through each course module carefully.*

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## **COURSE SCHEDULE**

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### **Due Dates**

The Academic Week at CSU-Global begins on Monday and ends the following Sunday.

- **Discussion Boards:** The original post must be completed by Thursday at 11:59 p.m. MT and peer responses posted by Sunday at 11:59 p.m. MT. Late posts may not be awarded points.
- **Critical Thinking:** Assignments are due Sunday at 11:59 p.m. MT.

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## **WEEKLY READING AND ASSIGNMENT DETAILS**

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### **Module 1**

#### **Readings**

- Cahn, N., Carbone, J., & Levit, N. (2018). Gender and the tournament: Reinventing antidiscrimination law in an age of inequality. *Texas Law Review*, 96(3), 425–488.
- Epstein, A. (2018). The NCAA and whistleblowers: 30-40 years of wrongdoing and college sport and possible solutions. *Southern Law Journal*, 28(1), 65–83.
- Fairchild, S. A. (2017). Make-whole or make-short? How courts have misread Title VII's limitations period to truncate relief in EEOC pattern-or-practice cases. *American University Law Review*, 66(1), 195–245.
- Nagele-Piazza, L. (2018). When giving references, how truthful can you be? *HR Magazine*, 63(3), 9–10.
- Park, L. D. (2018). L&E evolution: Redefining employment relationships. *Labor Law Journal*, 69(1), 41–49.
- United States Department of Labor. (2019). Employment law. Retrieved from <https://webapps.dol.gov/elaws/>

### **Discussion (25 points)**

#### **Critical Thinking (90 points)**

Choose one of the following two assignments to complete this week. Do *not* complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

#### **Option #1: Employment Harassment and Discrimination**

Quite possibly, the most significant issue impacting business today is the rise in employment harassment and discrimination claims. This impacts not only the workplace, but dominates our political realm as well, as referenced by a recent Supreme Court nominee and US Senator. With that as a background, write a paper that addresses the following:

- Describe/define the principle federal laws associated with harassment and discrimination.
- Discuss the state of harassment and discrimination in today's workplace (statistics, scope, for example).
- Finally, as a human resource professional, detail a thorough and comprehensive strategy that would significantly reduce the level of harassment and discrimination complaints that currently face US businesses. Your strategy must include at least three strategies, including any impediments that may affect their implementation.

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

#### **Option #2: Employee Management**

The United States has enacted a plethora of laws related to employer-employee management over the years, yet the employer-employee relationship still appears frayed as witnessed by the rise in employee litigation and negative impression of Corporate America in the public consciousness. Given that background, write a paper that addresses the following:

- Discuss the general reason/rationale that organizations are held in lower esteem by both employees and the general public.
- Discuss the role of a human resource professional in addressing this level of dissatisfaction towards organizations in general, both in terms of their employees' dissatisfaction and the public.
- Finally, present three strategies a human resource professional can propose that may address and improve upon—at least partially—the perception of an organization from both an employee and a public viewpoint.

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

### **Portfolio Milestone (25 points)**

#### **Option #1 & #2: Project Selection and Outline**

In your first Portfolio Milestone, select the specific Module 8 Portfolio Project you will complete. Then, in a one-page overview, present an outline of how you will address/answer each component of the Portfolio, including where your likely research can be obtained and your expected outcomes/conclusions (NOTE: these conclusions will almost certainly change as gather your research and make reasoned conclusions based on that research, but it is beneficial to see how your perceptions/knowledge change as you gather more research on this topic).

For a complete description of the Portfolio, review the Portfolio Project in Module 8 and the Portfolio Project grading rubric, which can be accessed from Modules in the course navigation bar. Be sure to touch base with your instructor early and often if you have any questions or concerns about this assignment.

## **Module 2**

### **Readings**

- Piwosar-Sulej, K. (2017). HR function in project-oriented organizations and the problem of its internal consistency. Paper presented at the European Conference on Intellectual Capital: 238–246. Kidmore End: Academic Conferences International Limited.

- Whitaker, J., Ekman, P., & Thompson, S. (2017). How multinational corporations use information technology to manage global operations. *The Journal of Computer Information Systems*, 57(2), 112–122.

### **Discussion (25 points)**

### **Critical Thinking (90 points)**

Choose one of the following two assignments to complete this week. Do *not* complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

#### **Option #1: Organizational Effectiveness**

The most important measure of organizational effectiveness for a business is usually expressed in terms of how well its net profitability compares with its target profitability. Additional measures associated with organizational effectiveness can include, but are not limited to, an organization's growth data and customer satisfaction survey results.

According to Pedraza (2014), highly effective organizations exhibit strengths over five areas: (1) leadership, (2) decision making and structure, (3) people, (4) work processes and systems, and (5) culture. To achieve and sustain organizational success, companies need to adapt to the dynamic environment (i.e., internal and external). Evaluating and improving organizational effectiveness and efficiency is one strategy used to help sustain growth and enhance the development of an organization and, increasingly, is becoming an important component of a human resource professional's job. In that light, write a paper that addresses the following:

- Select a large company with which you are familiar that is not meeting its objectives or obligations (public or private). The company can be one at which you are currently employed, have been employed in the past, or one that you admire. Ensure that this is a public organization or that this organization has a strong online presence.
- Evaluate the organization using the five criteria provided above. Discuss the results of your evaluation. Are you surprised by the results? Why or why not? What was interesting about the results?
- Describe the central issues and problems that are affecting its effectiveness or efficiency.
- Discuss how the role of human resources would be perfectly suited to lead/assist in addressing these issues.
- Finally, discuss the strategies and tactics a human resources professional can utilize to gain the influence needed to be seen as a strategic player/assistant in these types of issues.

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
  - A scholarly or peer-reviewed journal article.
  - A government-based website or publication.

- A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

Reference:

Pedraza, J. M. (2014, May 5). Question: What is organizational effectiveness? How an organization could achieve it? Retrieved from [https://www.researchgate.net/post/What\\_is\\_organisational\\_effectiveness\\_How\\_an\\_organisation\\_could\\_achieve\\_it](https://www.researchgate.net/post/What_is_organisational_effectiveness_How_an_organisation_could_achieve_it)

### **Option #2: Managing Human Capital**

One of the defining responsibilities of a human resource professional is to effectively manage human capital. There are many strategies and tactics that can be employed, including certain recruitment and selection techniques, compensation incentives, and training and development. In whatever strategies and tactics are taken, the intention is to assist senior management in creating and sustaining a well-structured and well-managed operation. The most important measure of organizational effectiveness for a business is usually expressed in terms of how well its net profitability compares with its target profitability. Additional measures associated with organizational effectiveness can include, but are not limited to, an organization's growth data and customer satisfaction survey results.

With that background, write a paper that addresses the following:

- Assess the term "human capital" and its relevance for an organization.
- Discuss the role and function of human resources in relation to human capital.
- Present four strategies that a human resource professional would propose to an organization to more effectively manage their human capital, including how a human resource professional would be an integral component of that plan.

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

## **Module 3**

### **Readings**

- Buse, K., Berstein, R. S., & Bilimoria, D. (2016). The influence of board diversity, board diversity policies and practices, and board inclusion behaviors on nonprofit governance practices. *Journal of Business Ethics*, 133(1), 179–191.
- Farndale, E., Biron, M., Briscoe, D. R., & Raghuram, S. (2015). A global perspective on diversity and inclusion in work organizations. *The International Journal of Human Resource Management*, 26(6), 677–687.

- Ng, E. S., & Sears, G. J. (2018). Walking the talk on diversity: CEO beliefs, moral values, and the implementation of workplace diversity practices. *Journal of Business Ethics*, 1–14.
- Sanyal, C., Wilson, D., Sweeney, C., Smith Rachele, J., Kaur, S., & Yates, C. (2015). Diversity and inclusion depend on effective engagement. *Human Resource Management International Digest*, 25(5), 21–24.

## Discussion (25 points)

### Critical Thinking (90 points)

Choose one of the following two assignments to complete this week. Do *not* complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

#### Option #1: Diversity and Inclusion

Diversity and inclusion are two common debates both in the workplace and throughout our political spectrum. The simple fact is that citizens travel much more freely now than 50 or 75 years ago: Germany is less “German”, and France is less “France” than at any time in history. Employees in one country are much more likely to meet, interact, and work with employees in other countries, and that can be a challenge. With that understanding, write a paper that addresses the following:

- Provide a brief overview of how the demographics of the world, and US, workforce has changed (percent of women in the workplace and average age, for example)
- Discuss how managing a homogeneous workforce differs from managing a heterogeneous workforce, both nationally and globally.
- Finally, present at least three strategies that a human resource professional should adopt in order to effectively manage employees who have different backgrounds, perceptions, beliefs, religions, and philosophies (both work and personal).

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

#### Option #2: International Mergers

**Scenario:** You are a human resource professional whose 1000-employee organization was recently purchased by an Italian firm. The two firms will be merging in four months, after which the administrative offices will be moved to Italy and the production offices will remain in the United States. The US firm is expected to still employ about 1000 employees, many of whom will move to the US in the coming months.

The CEO of the new, combined firm has required that you create a comprehensive PowerPoint presentation that details how the two different cultures can be melded/combined to create an effective workforce that includes the following:

- The main office will remain in Italy.
- The general role and impact culture can have on an organization.
- The general workplace culture of a manufacturing firm in Italy.
- The general workplace culture of a manufacturing firm in the United States.
- At least four strategies you would propose that would create a new culture in the organization—one that comprises the best of the Italian culture and the best of the US culture.
- Discuss the impediments/challenges to the successful creation of this culture, and how those impediments/challenges can be mitigated.

Your presentation based on this scenario must be:

- 15-20-slides in length with detailed speaker notes.
- A visual demonstration to explain how to evaluate a claim for employment discrimination.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least one case as cited evidence for the position you take. The CSU-Global library is a good place to find this source.

## **Module 4**

### **Readings**

- Ayentimi, D. T., Burgess, J., & Dayaram, K. (2017). Do multinational subsidiaries demonstrate a convergence across their HRM practices in a less developed host-country? *Employee Relations*, 39(7), 1066–1082.
- Brin, D. W. (2018). Recruit globally. *HRMagazine*, 63(5), 40–45.
- Harzing, A., & Pudelko, M. (2016). Do we need to distance ourselves from the distance concept? Why home and host country context might matter more than (cultural) distance. *Management International Review*, 56(1), 1–34.
- Osborne, S. (2018, June). BetterWorks announces new HR advisory council members: HR advisory council formed in collaboration with Betterworks expands to advance HR industry best practices in continuous performance management. *PR Newswire*.
- Rabenu, E., Tziner, A., Oren, L., Sharoni, G., & Vasiliu, C. (2018). HR strength as a mediator or a moderator in the relationship between HR practices and organizational innovation? The Romanian study. *Journal of East European Management Studies*, 23(2), 203–233.

### **Discussion (25 points)**

#### **Critical Thinking (90 points)**

Choose one of the following two assignments to complete this week. Do *not* complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

#### **Option #1: Global Outsourcing**

There are some who believe that outsourcing has been a boom to the American consumer as product and service prices have been lowered considerably based on the use of cheaper foreign labor. Others believe that it has devastated the American worker as jobs have been outsourced to foreign countries whose wages, again, and much cheaper. At the center of this circumstance is the human resource

professional, who is charged with assembling and managing a motivated workforce in the most effective and efficient manner. Write a paper that addresses the following:

- Discuss the scope and impact of the outsourcing of US jobs to countries who can produce similar goods/services as the US worker but with much lower wages and, therefore, costs.
- Assess the role human resources plays within an organization in determining whether products/services should be produced/manufactured in either the US (domestic country) or a foreign country.
- Finally, assess the role and responsibility that human resources should undertake to provide US workers with a greater sense of security in their employment. In other words, what specific strategies or tactics should a human resource department take to better ensure US employees remain employed within their organization rather than losing their job to lower-paid foreign workers?

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

### **Option #2: International Management**

For human resource professionals, managing employees in their domestic country may be a challenge. However, managing employees concurrently in many different countries (Greece, South Africa, Saudi Arabia, China, for example) can be a much greater challenge. Write a paper that addresses the following:

- Present the three most effective strategies that an organization should adapt to best manage its employees in a domestic country
- Present the three most effective strategies that an organization should adapt to best manage employees working/deployed in a foreign country
- Finally, discuss the two to three most challenging aspects of managing employees in BOTH a domestic and foreign country, all the while ensuring that all employees are treated fairly, justly, and in accordance with their expectations and cultures

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.

- Formatted and cited according to the CSU-Global Guide to Writing and APA.
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

## **Module 5**

### **Readings**

- El Zahr, S., Fakhri, K., & El-Khalil, R. (2016). Employment-at-will: Between the American exceptions and the Lebanese protection. *Employee Relations Law Journal*, 42(2), 56–75.
- Gely, R., Cheramie, R., & Chandler, T. (2016). An empirical assessment of the contract based exception to the employment-at-will rule. *Employee Responsibilities and Rights Journal*, 28(1), 63–78.
- Goodman, D., & Cohen, G. (2018). Public sector employment at will: A critical analysis of ethical concerns and recommendations for public administrators. *Public Integrity*, 20(2), 179–193.
- Verkuil, P. R. (2015). Deprofessionalizing state governments: The rise of public at-will employment. *Public Administration Review*, 75(2), 188–189.

### **Discussion (25 points)**

### **Portfolio Milestone (50 points)**

#### **Option #1 & #2: Annotated Bibliography**

In your second Portfolio Milestone, provide an annotated bibliography of at least five peer-reviewed/academic resources that you will utilize in your Portfolio. Following each citation, include a minimum of one paragraph to present a brief overview of the references along with the specific information that you will utilize in your Portfolio.

For a complete description of the Portfolio, review the Portfolio Project Assignment in Module 8 and the Portfolio Project grading rubric, which can be accessed from Modules in the course navigation bar. Be sure to touch base with your instructor early and often if you have any questions or concerns about this assignment.

## **Module 6**

### **Readings**

- Flavin, P. (2018). Labor union strength and the equality of political representation. *British Journal of Political Science*, 48(4), 1075–1091.
- George, C. E., Ingle, W. K., & Pogodzinski, B. (2018). Exploring the politics of collective bargaining and unions in education. *Educational Policy*, 32(2), 143–151.
- Karns, J. E., & McNeil, B. J. (2018). Janus: Looking another way on union fees. *Journal of Pension Planning and Compliance*, 44(3), 1-21.
- Kuo, A. (2018). The spread of anti-union business coordination: Evidence from the open-shop movement in the U.S. interwar period. *Studies in American Political Development*, 32(1), 103–126.

- Lepie, J. (2018). The theory of a working class: A re-appreciation of Ralf Dahrendorf. *Employee Responsibilities and Rights Journal*, 30(2), 145–179.
- Medrano, J. M. (2018). Beliefs and trade union support for trade liberalisation in the US and the UK: The AFL-CIO and the TUC compared. *Journal of International Relations and Development*, 21(3), 769–797.
- Raess, D., Dür, A., & Sari, D. (2018). Protecting labor rights in preferential trade agreements: The role of trade unions, left governments, and skilled labor. *The Review of International Organizations*, 13(2), 143–162. Retrieved from <https://link.springer.com/article/10.1007%2Fs11558-018-9301-z>
- Vock, D. C. (2018, May 23). Will teacher strikes influence the Supreme Court's union ruling? *TCA Regional News*.

## Discussion (25 points)

### Critical Thinking (90 points)

Choose one of the following two assignments to complete this week. Do *not* complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

#### Option #1: Labor Relations

Though union influence has diminished over the past years, they still are a force in some industries such as domestic auto production and public-sector employment. Therefore, a key factor in understanding human resource management is to effectively create and manage a strategy to develop a positive working relationship with labor unions, both their representatives and their members. Given this background, compose a paper that addresses the following:

- Briefly describe the nature and scope of today's union and its members, including—among other demographic variables—their average age, educational level, and type of industry/professional.
- Describe the role and function of a union in today's industrial landscape.
- Craft a five-point plan that a human resource professional should follow/adapt in order to create a positive, conducive, and mutually rewarding relationship between unions and organizations. Be sure to discuss the impediments to this relationship and how one can overcome those impediments.

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

## Option #2: Nature of the Relationship

The ability to interact professionally, fairly, and justly between people and entities has long been a central duty of a human resource leader. Those unable to meet this requirement often see a fall in job satisfaction, which can lead to a fall in employee retention, grievances, and arbitrations. Obviously, the repercussions of this failure can be catastrophic for an organization. With that understanding, compose a paper addressing the following:

- Discuss the nature of the current, general relationship between unions and organizations. In other words, is the relationship between unions and organizations/management today better or worse than previous years, and do unions and organizations work in a collaborative manner today?
- Discuss the responsibility that human resource professionals have to create a positive working relationship with unions.
- Most importantly, craft a five-point plan that a union/union representative should follow/adapt in order to create a positive, conducive, and mutually rewarding relationship between unions and organizations. Be sure to discuss the impediments to this relationship and how one can overcome those impediments.

Your paper should be:

- 5-7 pages in length, or about 2300 words, not including title and reference pages (which are required). Include a formal references page. This is an individual paper; however, you should reflect on our discussion forums and incorporate ideas from there, as appropriate.
- Formatted and cited according to the CSU-Global Guide to Writing and APA.
- Supported by at least three scholarly sources and can include resources from this course. The CSU-Global library is a good place to locate these sources. You cannot use Wikipedia or any CSU-Global assignment. For this assignment, a credible source is defined as:
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  - A government-based website or publication.
  - A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org.

## Module 7

### Readings

- Bogodistov, Y., & Wohlgemuth, V. (2017). Enterprise risk management: A capability-based perspective. *The Journal of Risk Finance*, 18(3), 234–251.
- Clarke, J. E. (2017). Wait-and-see strategy: Risk management in the internationalization process model. *Journal of International Business Studies*, 48(8), 923–940.
- Dabbebi, O., Badonnel, R., & Festor, O. (2015). An online risk management strategy for VoIP enterprise infrastructures. *Journal of Network and Systems Management*, 23(1), 137–162.
- Soltanizadeh, S., Abdul Rasid, S. Z., Golshan, N. M., & Wan Ismail, W. K. (2016). Business strategy, enterprise risk management and organizational performance. *Management Research Review*, 39(9), 1016–1033.

### Discussion (25 points)

## Module 8

### Readings

- Cabegin, E. C. A. (2017). Illegal and unethical labor contracting in the Philippines: Breaking the back of the weaker labor force. *Employee Relations Law Journal*, 43(3), 66–86.
- Egan, T. (2017, October 31). Employment - retaliation - office romance. *Massachusetts Lawyers Weekly*.
- Fry, H. (2018, July 13). Former Newport Beach police sergeant loses illegal-termination case. *TCA Regional News*.

### **Discussion (25 points)**

### **Portfolio Project (275 points)**

Choose one of the following two projects to complete this week. Do *not* complete both projects. Identify your assignment choice in the title of your submission. Note that while there are two options for the Portfolio Project, there is only one rubric. Review the rubric to confirm you are meeting the project requirements.

#### **Option #1: Future of the Workplace (Paper)**

As we have learned, the nature of the workplace is changing rapidly. The rise in the use of robots and artificial intelligence has decimated the employment prospects for many employees in many industries. It has also changed the nature of the role of human resource professionals. With that as a background, compose a paper that addresses the following:

- Provide a general overview on the rise in the use of robots and artificial intelligence in the workplace. Present evidence that the use of robots and artificial intelligence is increasingly taking the employment opportunities to which humans have traditionally performed, including the level and scope of this trend.
- Assess how this trend has affected the promise and security of continued employment for some/many in the United States economy, including an assessment on how the nature and type of employment is changing for the typical US worker (e.g., more part-time employment or static wages).
- Present the criteria a human resource professional should review before determining whether a position should be filled by a robot or through artificial intelligence.
- Discuss how these trends will affect the role of human resources, including the typical human resource functions such as recruitment, compensation, labor relations, risk and liability management, and organizational effectiveness.
- Finally, discuss the role and duty a human resource professional has to ensure full employment for employees and, most importantly, the responsibility human resources should assume for those workers displaced by a world where robots and artificial intelligence are increasingly performing.

Your paper should be:

- 12-15 pages in length (not including title and reference pages).
- Formatted according to the CSU-Global Guide to Writing and APA.
- Supported by six scholarly sources. The CSU-Global library is a good place to locate these sources.

#### **Option #2: The Future of the Workplace (Presentation)**

As we have learned, the nature of the workplace is changing rapidly. The rise in the use of robots and artificial intelligence has decimated the employment prospects for many employees in many industries. It has also changed the nature of the role of human resource professionals. With that as a background,

compose a 22-25-slide presentation (not including title slide, reference slides) and a 12-15-minute video presentation that addresses the following:

- Provide a general overview on the rise in the use of robots and artificial intelligence in the workplace. Present evidence that the use of robots and artificial intelligence is increasingly taking the employment opportunities to which humans have traditionally performed, including the level and scope of this trend.
- Assess how this trend has affected the promise and security of continued employment for some/many in the United States economy, including an assessment on how the nature and type of employment is changing for the typical US worker (e.g., more part-time employment or static wages).
- Present the criteria a human resource professional should review before determining whether a position should be filled by a robot or through artificial intelligence
- Discuss how these trends will affect the role of human resources, including the typical human resource functions such as recruitment, compensation, labor relations, risk and liability management, and organizational effectiveness.
- Discuss the role and duty a human resource professional has to ensure full employment for employees and, most importantly, the responsibility human resources should assume for those workers displaced by a world where robots and artificial intelligence are increasingly performing.
- Finally, create a 12-15-minute presentation addressed to organizational employees that discusses:
  - The reason their organization will increasingly be utilizing robots and artificial intelligence to perform work in the future.
  - The impact of that trend on future employment.
  - The specific actions that human resources will undertake to assist employees in finding alternative employment.
  - Most importantly, the knowledges, skills, and abilities that employees must learn/acquire in order to find suitable/gainful employment in the future within the age of the rise of robots and artificial intelligence.

Your assignment should be:

- Formatted according to the CSU-Global Guide to Writing and APA.
- Supported by six scholarly sources. The CSU-Global library is a good place to locate these sources.

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## COURSE POLICIES

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Grading Scale	
A	95.0 – 100
A-	90.0 – 94.9
B+	86.7 – 89.9
B	83.3 – 86.6
B-	80.0 – 83.2
C+	75.0 – 79.9
C	70.0 – 74.9
D	60.0 – 69.9
F	59.9 or below

### Course Grading

20% Discussion Participation  
45% Critical Thinking Assignments  
35% Final Portfolio Project

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## IN-CLASSROOM POLICIES

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For information on late work and incomplete grade policies, please refer to our [In-Classroom Student Policies and Guidelines](#) or the Academic Catalog for comprehensive documentation of CSU-Global institutional policies.

### **Academic Integrity**

Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Academic dishonesty includes cheating, fabrication, facilitating academic dishonesty, plagiarism, reusing /repurposing your own work (see CSU-Global Guide to Writing & APA for percentage of repurposed work that can be used in an assignment), unauthorized possession of academic materials, and unauthorized collaboration. The CSU-Global Library provides information on how students can avoid plagiarism by understanding what it is and how to use the Library and internet resources.

### **Citing Sources with APA Style**

All students are expected to follow the CSU-Global Guide to Writing & APA when citing in APA (based on the most recent APA style manual) for all assignments. A link to this guide should also be provided within most assignment descriptions in your course.

### **Disability Services Statement**

CSU-Global is committed to providing reasonable accommodations for all persons with disabilities. Any student with a documented disability requesting academic accommodations should contact the Disability Resource Coordinator at 720-279-0650 and/or email [ada@CSUGlobal.edu](mailto:ada@CSUGlobal.edu) for additional information to coordinate reasonable accommodations for students with documented disabilities.

### **Netiquette**

Respect the diversity of opinions among the instructor and classmates and engage with them in a courteous, respectful, and professional manner. All posts and classroom communication must be conducted in accordance with the student code of conduct. Think before you push the Send button. Did you say just what you meant? How will the person on the other end read the words?

Maintain an environment free of harassment, stalking, threats, abuse, insults, or humiliation toward the instructor and classmates. This includes, but is not limited to, demeaning written or oral comments of an ethnic, religious, age, disability, sexist (or sexual orientation), or racist nature; and the unwanted sexual advances or intimidations by email, or on discussion boards and other postings within or connected to the online classroom. If you have concerns about something that has been said, please let your instructor know.