Course Syllabus
MGMT 4251-502: Employee Relations

Fall 1
Number of Credit Hours: 3

Location: Millington Campus
Time: Tuesdays, 5:00 p.m. – 9:45 pm. (hybrid)
Dates: 08/27/17 – 10/12/17
(Last updated: 7/19/2017)

Instructor: Annette S. McDevitt, Ph.D.
Phone1: 901.233.4374
E-mail: amcdevitt@att.net

Office Hours: By appointment only

Course Overview

This course is designed to introduce you to the issues related to employee relations and the role they play in organizations in both the public and private sectors. Topics will be introduced by lecture and readings, but there will also be an emphasis placed on experiencing and applying learning to situations via class discussions and other assignments. This course is a hybrid course and the student is expected to engage in both classroom and online activity.

The course will address issues such as the rationale and history of labor unions and recognizing rights and responsibilities of unions and management. The bargaining process and outcomes and administering the labor agreement will also be discussed. Legal influences such as the origin of labor relations laws will be addressed. Economic and administrative issues, labor and employment arbitration, employee discipline, as well as labor relations in multinational corporations and other countries will be highlighted.

Pre-Requisites/Co-Requisites:
Students must have junior status (60 earned credit house) and have met specific course prerequisites with a minimum grade of “C” to be eligible for all 3000 and 4000 level business course. In addition to these requirements, students seeking a degree in the FCBE must have (1)
completed all required lower division business courses with a minimum grade of “C” in each; (2) minimum of 2.25 (2.5 for accounting majors) in all required lower division business courses and MATH 1830, and (3) 60 hours of course work including MATH 1830 and 9 hours of English. The lower division business core courses are ACCT 2010, ACCT. 2020, ECON 2110, ECON 2120, ISDS 2710, MIS 2749, and MIS 2755.

**Required Texts (and Related Materials):**

The course syllabus is available online at [The Fogelman College Website](#).

**Course Objectives:**

After completing this course, students should be able to:

1. Analyze the strategic and legal environment for managing HR as a competitive advantage as it relates to employee relations
2. Critically evaluate the effectiveness and legal implications of labor relations both nationally and internationally
3. Analyze the implications for HRM of important changes in work relationships including globalization, technological advances, dynamic relationships, and the impact of unionization

**Fogelman College: Learning Outcomes for Your Degree**

[BBB Program Outcomes](#)

---

**Course Methodology**

Instruction will be given in the form of classroom lectures and online assignments.

**Professor’s Expectations:**

**ACADEMIC INTEGRITY AND STUDENT CONDUCT**

Students are expected to recognize and uphold standards of intellectual and academic integrity as set forth in the General Catalog, Faculty Handbook, and Undergraduate Co-Curricular Affairs Handbook. Students should refrain from any and all forms of dishonorable or unethical conduct related to their academic work, including but not limited to plagiarism, cheating on examinations, unauthorized collaboration, falsification, and multiple submissions. Expectations for academic integrity and student conduct are described in detail on the website of the [Office of Student Conduct website](#).

**DISABILITY ACCOMODATION:**

Any student who may need class or test accommodations based on the impact of a disability is encouraged to speak to me privately to discuss your specific needs. Students with disabilities
should contact Student Disability Services (SDS) at 110 Wilder Tower, 678.2880. SDS coordinates reasonable accommodations for students with documented disabilities.

---

**Grading and Evaluation Criteria**

There will be two examinations (midterm and final) in class, and these dates are delineated in the assignment schedule. Exam questions will be drawn from reading assignments, lectures, and classroom discussion. Exams are to be taken as scheduled. Exams will be multiple choice/true-false. Makeup exams will not be allowed unless the instructor agrees to an acceptable excuse or alternative arrangements are made prior to the exam date. Exceptions may include a documented medical or family emergency.

**Final Course Grades**

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam: Midterm</td>
<td>20 %</td>
</tr>
<tr>
<td>Exam: Final</td>
<td>20 %</td>
</tr>
<tr>
<td>Paper</td>
<td>30 %</td>
</tr>
<tr>
<td>Presentation</td>
<td>20 %</td>
</tr>
<tr>
<td>Participation</td>
<td>10%</td>
</tr>
</tbody>
</table>

Grading scale:

- 90-100 A
- 80-89 B
- 70-79 C
- 60-69 D
- Below 60 F

**Final Exam Schedule**

Final examination will be given the last day of class (October 10, 2017).

The final exam for this class will be scheduled according to the Registrar’s academic calendar website.

---

**Course Policies**

**E-MAIL:**

E-mail is the preferred form of communication (amcdevitt@att.net) –please do not use the eCourseware email.
Attendance:
Exams are to be taken as scheduled. Makeup exams will not be allowed unless the instructor agrees to an acceptable excuse or alternative arrangements are made prior to the exam date. Exceptions may include a documented medical or family emergency.

Adding/Dropping:
Students can add/drop a class per the deadlines established by the registrar’s office.

Academic Integrity:
Students are expected to recognize and uphold standards of intellectual and academic integrity as set forth in the General Catalog, Faculty Handbook, and Undergraduate Co-Curricular Affairs Handbook. Students should refrain from any and all forms of dishonorable or unethical conduct related to their academic work, including but not limited to plagiarism, cheating on examinations, unauthorized collaboration, falsification, and multiple submissions. Expectations for academic integrity and student conduct are described in detail on the website of the Office of Student Conduct website (opens in new window).

Participation:
Students are expected to attend classes on a regular basis and engage in classroom discussions and activities.

Classroom or Online Behavior:
Students are expected to behave in a professional and courteous manner towards classmates and professor at all times (both online and in the classroom).

Late Assignments:
Late assignments will be penalized unless student has discussed circumstances with the instructor and/or has provided documentation for consideration

Reporting Illness or Absence:
Documented excuses (i.e., doctor’s appointment, hospitalization, death in family, or requirements at student’s employment is required.

Inclement Weather:
Classes will be cancelled if there is official closing issued by the university.

Syllabus Changes:
In the event a change is made on the syllabus, this will be announced in class, posted as “News” through e-courseware, and via email.
**Student Services**

Please access the [FCBE Student Services](#) page for information about:

- Students with Disabilities
- Tutoring and other Academic Assistance
- Advising Services for Fogelman Students
- Technical Assistance