

**Note:**

**Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.**

## ***COURSE SYLLABUS***

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### **BUSI 343**

#### **EMPLOYEE AND LABOR RELATIONS**

#### **COURSE DESCRIPTION**

A comprehensive study of collective bargaining; the negotiation process and the scope of labor contracts to include the day-to-day administration of contracts; the major substantive issues in bargaining to include their implication for public policy; and the problem of dealing with labor conflict.

#### **RATIONALE**

Today's global economy presents many challenges and opportunities for both employers and employees. The effective management of human resources is critical to maintaining an organization's competitiveness. Recognition of and respect for the legitimate interests of both labor and management are an important step in building and maintaining work relationships capable of adapting to change in the competitive environment facing most organizations.

#### **I. PREREQUISITE**

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

#### **II. REQUIRED RESOURCE PURCHASE**

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

#### **III. ADDITIONAL MATERIALS FOR LEARNING**

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Microsoft Word and PowerPoint  
(Microsoft Office is available at a special discount to Liberty University students.)
- D. Media Player Software

#### **IV. MEASURABLE LEARNING OUTCOMES**

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

- A. Assess key legislative, executive, judicial, and administrative actions involved in the history and development of the union-management relationship in the United States.
- B. Evaluate the legal rights and responsibilities of unions and management.
- C. Analyze how and why unions are organized and function as they do.
- D. Synthesize the bargaining process for negotiating the labor agreement.
- E. Apply biblical principles to employee and labor relations processes.

**V. COURSE REQUIREMENTS AND ASSIGNMENTS**

A. Textbook readings and presentations

B. Course Requirements Checklist

After reading the Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

C. Discussion Board Forums (4)

The student is required to provide a thread in response to the provided prompt for each forum. Each thread must be at least 300 words and demonstrate course-related knowledge. In addition to the thread, the student is required to reply to 2 classmates' threads. Each thread must include 2 citations from scholarly/peer reviewed sources plus the text and relevant scriptural integration all in current APA format. Replies must be at least 150 words and include at least 1 citation from scholarly/peer-reviewed sources in addition to the text and relevant scriptural integration in current APA format.

D. Case Studies (3)

The student will complete 3 Case Studies. Each Case Study must be 2–3 pages (not including the title and reference pages), cite at least 4 scholarly resources in addition to the text, and be in current APA format.

E. Final Presentation Project

The student will complete a 12-slide PowerPoint presentation and a corresponding 8-minute video for the Final Presentation Project. The student must cite at least 6 scholarly resources in addition to the text in current APA format.

F. Quizzes (6)

Each quiz will cover the Reading & Study material for the modules/weeks in which it is assigned. Each quiz will be open-book/open-notes, contain 10 multiple-choice and true/false questions, and have a 15-minute time limit.

G. Exams (2)

Each exam will cover the Reading & Study material from modules/weeks leading up to the module/week in which it is assigned. Each exam will be open-book/open-notes, contain 50 multiple-choice and true/false questions, and have a 1-hour time limit.

**VI. COURSE GRADING AND POLICIES****A. Points**

Course Requirements Checklist	10
Discussion Board Forums (4 at 50 pts ea)	200
Case Studies (3 at 100 pts ea)	300
Final Presentation Project	150
Quizzes (6 at 25 pts ea)	150
Exams (2 at 100 pts ea)	200
<b>Total</b>	<b>1010</b>

**B. Scale**

A = 900–1010 B = 800–899 C = 700–799 D = 600–699 F = 0–599

**C. Disability Assistance**

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at [LUOODAS@liberty.edu](mailto:LUOODAS@liberty.edu) to make arrangements for academic accommodations. Further information can be found at [www.liberty.edu/disabilitysupport](http://www.liberty.edu/disabilitysupport).

## ***COURSE SCHEDULE***

### **BUSI 343**

Textbooks: Budd, *Labor Relations: Striking a Balance* (2012).

Nkomo et al., *Human Resource Management Applications* (2010).

<b>MODULE/ WEEK</b>	<b>READING &amp; STUDY</b>	<b>ASSIGNMENTS</b>	<b>POINTS</b>
<b>1</b>	Budd: chs. 1–2 2 presentations	Course Requirements Checklist Class Introductions Case Study 1 Quiz 1	10 0 100 25
<b>2</b>	Budd: chs. 3–4 2 presentations	DB Forum 1 Quiz 2	50 25
<b>3</b>	Budd: chs. 5–6 Nkomo et al.: case #98 2 presentations	Case Study 2 Quiz 3	100 25
<b>4</b>	Budd: chs. 7–8 2 presentations	DB Forum 2 Midterm Exam	50 100
<b>5</b>	Budd: chs. 9–10 Nkomo et al.: case #99 2 presentations	Case Study 3 Quiz 4	100 25
<b>6</b>	Budd: chs. 11–13 1 presentation	DB Forum 3 Quiz 5	50 25
<b>7</b>	1 presentation 1 website	Final Presentation Project Quiz 6	150 25
<b>8</b>	1 presentation 1 website	DB Forum 4 Final Exam	50 100
<b>TOTAL</b>			<b>1010</b>

DB = Discussion Board

**NOTE:** Each course week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.