

DRAFT SYLLABUS

This is posted for your info to help you select or prepare for a course. An official version will be ready at or prior to your course start. Texts will be same or very similar. Please check online bookstore for exact texts.

TROY STATE UNIVERSITY HRM 6601 Legal Environment of Employment Decisions TDLHRM6601T2

INSTRUCTOR: BERNARD A. PFEIFFER
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There are no prerequisites for this course.

TERM 4

COURSE OBJECTIVES:

Upon successful completion of this course, the student will

1. Understand the historical background of employment law in the United States.
2. Attain a basic working knowledge of the primary legislative acts that govern and regulate employment law.
3. Attain an understanding of how employment law is structured and how it operates.
4. Become aware of traditional issues and philosophy of employment law and to appreciate possible future developments in the area.
5. Be able to understand the rationale behind employment decisions.
6. Become acquainted with exposed to statutes, regulations and court decisions affecting employment law that are not "considered" to be in the mainstream of labor relations.
7. Gain an appreciation of the legal principles involved in employment law situations.
8. Gain an understanding of dispute settlement law.

REQUIRED TEXT: Bennett-Alexander/Pincus "Employment Law for Business" Third Edition

COURSE DESCRIPTION: This course is designed to help the student understand the law as it applies to the management of human resources. It addresses such topics as the judicial system, methods for resolving disputes, the constitution and the Bill of Rights as they apply to the people and law involving administrative agencies. Its coverage is aimed at preparing the manager of human resources to recognize legal problems, to know the legal impact of decisions on personnel matters and to be knowledgeable in general of the law as it might impact individuals in organizations.

CLASS PROCEDURES/METHODS:

The course is an online interactive distance-learning course available at the location of the student via the Internet. Students do not attend class or workshops on a Troy State University campus.

The assigned chapters in the textbook will constitute the basic framework of the course. Required readings will also include current periodicals and other web references. Participation in discussion questions and submittal of application tasks is critical. All text materials will be assigned to include case studies.

Objectives will be achieved through the participant's review of the course material, assessing competencies in identified skills, and building knowledge through reading, research and practice. Course activities are designed to allow the student to demonstrate skill levels through a variety of tasks.

Students will interact with the instructor and other participants through individual and group e-mail, chat sessions, and the discussion board. Access to interactions is via the Blackboard Communication Tools Option.

The on-line format of this course can be completed by students who have on demand access to e-mail. Only e-mail capacity for communication between the student and the instructor is required. No video or images are communicated via the Internet. This course requires that the student have:

- Access to a PC with Windows 3.1, 95 or 98 operating system.
- Connection to the Internet and an e-mail account.
- Internet Explorer or Netscape browser, version 3.0 or higher.
- Java enabled browser.
- Microsoft Word processing software.
- Connection to a printer.

The course is organized around modules (which appear in the "Assignments" section of this site. Each module will include the following:

- Overview
- Objectives
- Text Readings
- Application tasks (to include supplemental readings)

The course requires outside reading and the preparation of an outside research project.

GRADING: There will be two examinations. Exam dates will be announced within the first two weeks of class. These constitute 50% of your final grade. 20% of your final grade will be based upon your research project. Class participation and the submission of the Application Tasks, as discussed above, constitute a significant component of your grade (30%).

STUDENT RESPONSIBILITIES: The success of your participation in this course is directly dependent upon your level of dedication and willingness to complete assignments on time. Unlike a classroom environment, the instructor's ability to directly influence your participation is limited. Students are expected to abide by the standards published in *The Oracle*.

ASSIGNMENTS:

Assignments will be posted to the "assignments" section of the course. Assignments, depending on length, will have a one or two-week limit placed on them. Details on how we will accomplish this will be posted.

AMERICANS WITH DISABILITIES ACT: Any student whose disabilities fall within ADA must inform the instructor at the beginning of the quarter of any special needs or equipment necessary to accomplish the requirements for this course.

STANDARDS OF CONDUCT: Conduct including cheating, plagiarism, and furnishing false information to the University or faculty are addressed in *The Oracle*. These standards apply to all students.

INFORMATION TECHNOLOGY USAGE POLICY: The University's Information Technology System includes computing, information technology, and network resources. All users of this technology system are obligated to utilize the various resources responsibly, legally, and ethically for their intended purpose. All students should read the policy before participating in online course activity.

ABSENCE POLICY: This course has no attendance requirements; the course is presented in an asynchronous distance-learning format that permits total participation at the location and time of the student.

INCOMPLETE WORK: There is no allowance for incomplete work.

Learning Resources: The Troy State on-line library services are available to all currently registered students and accessed through the TSU web site at <http://tsulib.troyst.edu> (click on remote services).

Distance learning administrative support is available at <http://www.tsulearn.net>. DL staff are identified at <http://www.tsulearn.net/staff.htm>. Technical guidance/assistance is at <http://www.spectrum.troyst.edu/~distance/help/>.

DUE OUTS: When the dust settles, this is what you will need to accomplish to successfully complete the course. The value of each with regard to your final grade is noted.

1. Complete AT Tasks for Each Seminar	5% each x 6 seminars	30% of final grade
2. Complete the Two Exams	25% each x 2 exams	50% of final grade
3. Complete Project		20% of final grade

Seminar Grading Rubric

Points -

0 - Student failed to post any messages either on the discussion board.

60-69 - Student posted brief messages, however they did not meet posted class expectations. These messages did not add to the substantive discussion of the topics for that lesson.

70-79 - Student added more detail to the messages. They identified important issues or concepts but failed to provide substantial original contribution in both settings.

80-89 - Students were able to make a substantial, original contribution by identifying important issues or concepts but did not provide evidence of original analysis of the discussion questions.

90-100 - Student's work met the posted expectations for student work. Student provided evidence of original analysis of the discussion question.