

HRMT 401 Labor Relations and Ethical Issues in HRM

This course introduces students to the major concepts of labor relations. Students will learn about contemporary labor relations strategies, practices, and constraints. This course offers students with the opportunity to delve into ethical issues in human resources management and evaluate various HRM scenarios from the lenses of HR professionals. *(Prerequisite: BUSN 301, MGMT 302, MGMT 350) (3 credits)*

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Demonstrate critical knowledge and understanding of labor relations practices and some specialized ethical HRM concepts.
2. Apply specialized knowledge to deal with some complex labor relations situations and ethical HR problems.
3. Critically identify contemporary ethical issues in HRM by applying quantitative and qualitative approaches.
4. Demonstrate specialized-level skills to communicate and present specialized labor relations and ethical topics in HRM.
5. Demonstrate the ability to operate at a specialized level in complex labor relations and ethical HR contexts through working in multiple projects with decision making responsibilities.

Text Book & Course Materials:

- Book: Labor relations – Striking a balance, 6th edition. Author: John W Budd.
Publisher: McGraw-Hill

Course Content:

1. Contemporary labour relations: objectives, practices, and challenges.
2. Labour unions: good or bad?
3. Labour and management: strategies, structures, and constraints.
4. Impasse, Strikes and dispute resolution
5. Contract clauses and their administration
6. The evolving nature of work
7. Globalization and financialization
8. Comparative labour relations
9. Ethical issues in HRM
10. The infusion of ethics in HRM processes
11. HRM professionals' role in creating an ethically oriented organizational culture