



2. UNIVERSITY MISSION STATEMENT

Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, and service to God and humankind.

3. COURSE NUMBER & NAME:

MGMT 6318-VC01, Theories of Employee and Labor Relations

4. TERM:

Fall I, 2021 (August 9 – October 2, 2021)

5. INSTRUCTOR:

Jenny E. Dutton, PhD

6. CONTACT INFORMATION:

WBU Email: duttonj@wbu.edu or jenny.dutton@wayland.wbu.edu

Cell phone: (808) 383-0512 Include your name on any text messages sent.

7. OFFICE HOURS, BUILDING & LOCATION:

Email for an appointment.

8. COURSE MEETING TIME & LOCATION:

This is an online course.

9. CATALOG DESCRIPTION:

Examination of both classical and current research into relations between the organization and employees and/or unions and the effects on organizational performance.

10. PREREQUISITE: Good standing with the Doctoral program

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

- No textbook assigned to this class. We will learn through research and collaboration.
- Microsoft Office 365 with access to audio-enabled PC or tablet for creating audio PowerPoint
- Publication Manual of the American Psychological Association, Seventh Edition (2020)

12. OPTIONAL MATERIALS: None

13. COURSE OUTCOMES AND COMPETENCIES:

- Examine and evaluate employee and labor relations theories as strategic tools
- Critique and synthesize employee and labor relations theories as strategic tools
- Propose research projects that extend or combine research in the management of employee and labor relations
- Apply research theories to current employee and labor relations issues

14. ATTENDANCE REQUIREMENTS:

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Any student who has not actively participated in an online class prior to the census date for any given session is considered a “no-show” and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus.

15. STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY:

Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

16. DISABILITY STATEMENT:

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

17. COURSE REQUIREMENTS and GRADING CRITERIA:

Requirements:

Grading Topic Points (Total 100%)

- Discussion Board 45%
- Paper 35%
- Presentation 20%

Grading Scale:

100-90	A	W	Withdrawal
89-80	B	WP	Withdrawal Passing
79-70	C	WF	Withdrawal Failing
69-60	D	I	Incomplete
Below 60	F		

Late Policy:

Unless there are special circumstances as noted below, all work (including Discussion Board assignments and any other graded assignment) must be submitted by the due date.

- Assignments submitted within one week after the due date will receive a 10% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted two weeks late or after the final date of the course will not be accepted.

17.1 Grade Appeal Statement: Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs/Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.

18. TENTATIVE SCHEDULE

Session	Theoretical Research Topics	Assignments
Week 1 Aug 9	Union History and Influences	Discussion Board <i>Develop your topic & Select articles</i>
Week 2 Aug 16	Participants and Union Organization	Discussion Board <i>Draft Problem Statement, Research question and hypothesis</i>
Week 3 Aug 23	Bargaining and Negotiations	Discussion Board <i>Draft literature review</i>
Week 4 Aug 30	Resolving Disputes	Discussion Board <i>Draft methodology</i>
Week 5 Sep 6	Contract Administration and Arbitration	Discussion Board <i>Draft Conclusion, Introduction, Abstract</i>

Session	Theoretical Research Topics	Assignments
Week 6 Sep 13	Employee Discipline	Discussion Board <i>Review and refine, submit draft for SafeAssign Review</i>
Week 7 Sep 20	Labor Relations in the Public Sector	Discussion Board <i>Paper Due</i> <i>Post Presentation-Week 8 DB</i>
Week 8 Sep 27	Labor Relations in Multinational Corporations Note: No work accepted after Saturday, October 2, 2021, the last day of the session.	Discussion Board <i>Presentations Q&A</i>

19. ADDITIONAL INFORMATION

Week 1 Attendance Participation Requirement: By Wednesday, Midnight (August 11, 2021) of your local time zone, go to the Week 1 Discussion Board and complete the acknowledgement statement to avoid being dropped from this class.

Discussion board: The discussion board is where you “attend” class and share ideas based on theoretical research with your colleagues. In general, your initial post is due on Fridays and your response to colleagues are due on Sundays, Midnight, your local time zone. If you miss the week, the discussion board is automatically graded as a zero (0) without the opportunity to be completed at a later time as the discussion is essentially “over”. Following late policy procedures, making up a discussion board may be considered on a case-by-case basis and only for emergency situations.

Paper: Choose a topic of interest related to this course. Craft an 8-10 paper that includes an Abstract, Introduction, hypothesis, literature review, methodology and conclusion. APA 7th Edition formatting. See Blackboard for instructions, template and rubric. While sections of your paper are due as weekly assignments, a draft of your paper is due by the end of Week 6 with the final version due by the end of Week 7. See Blackboard for more information.

Audio-Enabled Presentation: In the last week of this course you will have an opportunity to share your research with others. Create a five (5) minute audio-enabled PowerPoint presentation of your paper. Presentations are part of the Week 8 discussion board and must be posted by Sunday, Midnight at the end of Week 7. See Blackboard for more information.