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Campus Name

School of Business

# 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**:

Winter, 2019

# **5. INSTRUCTOR**:

Dr. Sheron Lawson

# **6. CONTACT INFORMATION**:

Office phone: 682-250-4003

WBU Email: lawsons@wbu.edu

# **7. OFFICE HOURS, BUILDING & LOCATION**:

 Online and Telephone by appointment

# **8. COURSE MEETING TIME & LOCATION**:

Meeting day & time: Online via Blackboard

# **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:

* Doctoral student status

# **11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL**:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| The Labor Relations Process | Holley/Ross/Wolters | 11th | 2017 | Cengage | 9781-30557-6209 | 4/5/18 |

# 12. OPTIONAL MATERIALS

# APA Manual

# Any textbook that covers the basic information on labor relations

# **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:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy.

# **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**:

**Course Assignments:**

**Discussion Board/ Peer Response – During the term, there will be five distinctive discussion board forums.** Students are required to find five (5) appropriate peer-reviewed journal articles and write a literary review for each article. **The specific discussion board topic and due dates will be found in the Blackboard Discussion Board tab. Specific requirements and grading rubric will be found in Blackboard Course Content tab. Each student is required to respond to all classmates in a substantive manner, which should demonstrate scholarship and critical analysis. Use at least 1 outside source for each response to substantiate your assertions. The more you respond to classmates, and the more comprehensively you respond will increase your grade for this peer response.** The student will develop professional competence and increased self-awareness by writing peer synthesis posts.  **The five (5) Discussion Board forums represent 30% of the total grade.**

**Mini Synthesis Literature Reviews – The students will develop four mini literature reviews from the reading assignments topics.** Each synthesis paper will correspond to one of the sections in the course schedule. The Discussion Board assignments are pre-requisite for the Literature Review. **At least 10 peer reviewed journal articles should be included in this assignment. The specific requirements, format, grading rubric, and due date will be found in the Weekly Course Content tab, within Blackboard. The Mini Synthesis Literature Reviews represent 30% of the total course grade.**

**Semester Research Paper- A research paper will be completed on one of the topics discussed during this class. The paper should be a minimum of 15 pages of content, excluding coversheet, abstract and references. Twenty (20) peer reviewed, scholarly journal articles should be properly cited and noted in the bibliography. Please use APA format. Check the syllabus for the deadline to have your topic approved. The paper will be submitted to Safe Assignment. If Safe Assignment detects more than 20% match of previously written work, we will have a discussion. The total point value for this research paper is 400 points. This paper should include an introduction, literature review, testable hypotheses (research questions), and a conclusion and discussion section. Please use these headings. The Research Paper represents 40% of your grade.**

**Grading System:**

 **Points**

Discussion Board (5 total worth 60 points each) 300 points

Mini Literature Review (4 total worth 75 points each) 300 points

Semester Research Project 400 points

 **1000 total points**

**Grading Criteria:**

Letter grades from "A" to "F" will be issued to student based on individual work. The grading criteria are listed below:

**Grade Points Percentage**

A 100.0 points to 89.5 points - 100% to 90%

B 89.4 points to 79.5 points - 89% to 80%

C 79.4 points to 69.5 points - 79% to 70%

D 69.4 points to 59.5points - 69% to 60%

F 59.4 and below - 59% and below

I Incomplete: See Academic Catalog for more information

**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.”

**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.
* Assignments submitted more than one week, and less than 2 weeks late will receive a 20% deduction.
* Assignments submitted two weeks late or after the final date of the course will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.  ***To be considered for an exemption to the policy, students must contact the professor in advance of the due date.***

# 18. TENTATIVE SCHEDULE

| **Date & Session** | **Activities** | **Assignments** |
| --- | --- | --- |
| WEEKS 1 - 2 | **Part 1 - Recognizing Rights and Responsibilities of Unions and Management** * Union–Management Relationships in Perspective
* The History of Labor–Management Relations Legal Influences
* Unions and Management: Key Participants in the Labor Relations Process
* Why and How Unions Are Organized
 | Read chapters in Part 1See Blackboard for assignments |
| WEEKS 3 - 4 | **Part 2 - The Bargaining Process and Outcomes** * Negotiating the Labor Agreement
* Economic Issues
* Administrative Issues
* Resolving Negotiation (Interest) Disputes and the Use of Economic Pressure
 | Read chapters Part 2See Blackboard for assignments |
| WEEKS 5 - 6 | **Part 3 - Administering the Labor Agreement** * Contract Administration
* Labor and Employment Arbitration
* Employee Discipline
 | Read chapters in Part 3See Blackboard for assignments |
| WEEKS 7 - 8 | **Part 4 - Applying the Labor Relations Process to Different Labor Relations** * Labor Relations in the Public Sector
* Labor Relations in Multinational Corporations and in Other Countries
 | Read chapters in Part 4See Blackboard for assignments |
| WEEKS 9 - 10 | * Work on Course Content Research Project
 | See Blackboard for assignments |
| WEEK 11 | * Submit final Research Project
 | Submit your Research Paper by Thursday on Blackboard  |

# 19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.