

BADM-2340: HUMAN RESOURCES LAW AND APPLICATION

Cuyahoga Community College

Viewing: BADM-2340 : Human Resources Law and Application

Board of Trustees:

December 2021

Academic Term:

Fall 2022

Subject Code

BADM - Business Administration

Course Number:

2340

Title:

Human Resources Law and Application

Catalog Description:

Analyze basic employment law necessary to develop practical understanding of legal framework critical to human resource function and effectiveness. Employment law and application expanded in employment relationships and areas critical to human resource function such as staffing, Equal Employment Opportunity (EEO), Affirmative Action, American with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), benefits, and safety. Explores impact of employment law, including current developments to human resource function and business.

Credit Hour(s):

3

Lecture Hour(s):

3

Requisites

Prerequisite and Corequisite

BADM-2330 Human Resource Management; and ENG-0995 Applied College Literacies, or appropriate score on English Placement Test.

Note: ENG-0990 Language Fundamentals II taken prior to Fall 2021 will also meet prerequisite requirements.

Outcomes

Course Outcome(s):

Review and explain the legal and historical development of laws governing the employee-employer relationships as the relationships apply to human resource management.

Essential Learning Outcome Mapping:

Oral Communication: Demonstrate effective verbal and nonverbal communication for an intended audience that is clear, organized, and delivered effectively following the standard conventions of that language.

Written Communication: Demonstrate effective written communication for an intended audience that follows genre/disciplinary conventions that reflect clarity, organization, and editing skills.

Objective(s):

1. Interpret and explain the basic intent of an employment law or regulation, i.e., ADA, FMLA, Equal Pay, EEO, Immigration, etc.
2. Explain the basics of employment law critical to an effective human resource function, i.e., relating to staffing, benefits, compensation, safety, EEO, privacy, etc.
3. Express an understanding of how laws are created in the United States, including employment laws on an ongoing basis.

Course Outcome(s):

Construct and communicate appropriate HR solutions that demonstrate an application level understanding of human resource systems.

Essential Learning Outcome Mapping:

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Oral Communication: Demonstrate effective verbal and nonverbal communication for an intended audience that is clear, organized, and delivered effectively following the standard conventions of that language.

Written Communication: Demonstrate effective written communication for an intended audience that follows genre/disciplinary conventions that reflect clarity, organization, and editing skills.

Objective(s):

1. Construct and communicate solutions to human resource scenarios that demonstrate an application level understanding of employment law and regulations.
2. Explain how employment law and the regulatory model impact the human resource function.

Course Outcome(s):

Analyze the impact of employment law and communicate appropriate courses of action.

Essential Learning Outcome Mapping:

Critical/Creative Thinking: Analyze, evaluate, and synthesize information in order to consider problems/ideas and transform them in innovative or imaginative ways.

Oral Communication: Demonstrate effective verbal and nonverbal communication for an intended audience that is clear, organized, and delivered effectively following the standard conventions of that language.

Written Communication: Demonstrate effective written communication for an intended audience that follows genre/disciplinary conventions that reflect clarity, organization, and editing skills.

Objective(s):

1. Identify and analyze the impact of employment laws and regulations on a various human resource scenarios.
2. Analyze how employment law impacts the staffing and recruiting process.
3. Describe the impact of employment law in the management of employee performances.

Methods of Evaluation:

1. Case study analysis
2. Research paper
3. Tests
4. Role play
5. Team projects and presentations

Course Content Outline:

1. Introduction
 - a. The legal structure in America
 - b. The regulatory model
 - c. Importance of law and regulation to the human resource function
2. Equal Employment Opportunity overview
 - a. Discrimination defined
 - b. Meaning of Title VII
 - c. Prima facie
3. Equal Employment Opportunity scope
 - a. Age discrimination
 - b. Disability discrimination
 - c. Religious discrimination
 - d. Sex discrimination
 - e. Affinity Orientation
4. Nationality
 - a. Immigration Reform Control Act
 - b. Rights of aliens
 - c. Verification of employment eligibility
5. Affirmative Action
 - a. Affirmative Action defined
 - b. Affirmative Action plans

- c. Impact on staffing
- d. Legal status
- e. Impact on government contractors/Office of Federal Contract Compliance Program (OFCCP)
- 6. Safety/the Occupational Safety and Health Act
 - a. General duty cause
 - b. Key compliance areas
 - c. Rights of employers
 - d. Rights of employees
- 7. Pay and compensation
 - a. Unemployment compensation
 - b. Wage and hour laws
 - c. Equal pay act
 - d. Fair Labor Standards Act
- 8. Benefits
 - a. The Employee Retirement Income Security Act
 - b. Employee benefit communication
 - c. Types of retirement plans
 - d. Vesting
- 9. Privacy issues
 - a. Lie detection devices
 - b. Drug testing
 - c. AIDS testing
 - d. Genetic testing and Genetic Information Nondiscrimination Act (GINA)
 - e. Background checking
 - f. Medical records
- 10. Wrongful termination
 - a. Employment at will
 - b. Implied contracts
 - c. Progressive discipline
 - d. Employee handbooks
 - e. Dispute resolution processes
 - f. Equal Employment Opportunity Commission (EEOC) investigations

Resources

Snell, Scott, Shad Morris and George Bohlander. *Managing Human Resources*. 17th ed. Boston, MA: Cengage Learning, 2016.

Cihon and Castagnera. *Employment and Labor Law*. 9th ed. Boston, MA: Cengage Learning, 2017.

Robinson, Franklin, and Wayland. *The Regulatory Environment of Human Resource Management*. Harcourt College Publishers, 2005.

Twomey, David. *Employment Discrimination Law*. 6th ed. West Legal Studies in Business, 2004.

Twomey, David. *Labor and Employment Law: Test and Cases*. 15th ed. West Legal Studies in Business, 2013.

Bennet-Alexander and Hartman. *Employment Law for Business*. Current edition. McGraw-Hill, Irwin, 2018.

"HR Magazine"

"Employer Benefit News"

"Law journals"

"Law web sites"

"The Society for Human Resource Management"

Resources Other

1. Law libraries
2. Society for Human Resources Management. www.shrm.org (<http://www.shrm.org>)
3. Department of Labor. <https://www.dol.gov/>
4. Chamber of Commerce . <https://www.uschamber.com/>

Top of page

Key: 863