



Legal and Regulatory Environment of Human Resources

HRD 310

Southwestern College Professional Studies

COURSE SYLLABUS

I. Course Catalog Description

This course is a survey of the various levels of government statutes and regulations as they affect the human resource function in modern organizations.

II. Required and Supplementary Instructional Materials

Bennett-Alexander, D., & Hartman, L. (2015). *Employment law for business* (8th ed.). New York, NY: McGraw-Hill.

III. Learning Outcomes

Learning outcomes describe the knowledge, skills, values, and attitudes that learners gain as the result of a particular learning experience. Southwestern College Professional Studies has learning outcomes specific to each course and each [undergraduate](#) and [graduate](#) program of study, as well as [institution-wide outcomes](#) related to the mission and vision of the college. Outcomes can help learners and instructors focus on the big picture of the learning experience and can help inform potential employers about a graduate's knowledge and skills.

Upon successfully completing this course, the learner will be able to:

- Recognize the basic employment laws and regulations governing all facets of the employment relationship
- Devise effective responses to hypothetical behaviorally-based situations in a variety of work settings
- Relate applicable cases and social scenarios as they apply to current employment laws
- Distinguish between specific employment laws

At the end of the course, learners may vary in their ability to achieve these outcomes. You are more likely to achieve these outcomes only if you attend class and/or online activities as required by the syllabus, complete the requirements for all assignments to the best of your ability, participate actively in class activities and group work as directed, and study diligently for exams.

IV. Course Policies

Students are expected to read and abide by the course policies located in the instructor-specific syllabus in the blackboard course.

V. Course Requirements:

Requirements	Number of Assignments	Points Possible	Percent of Grade
Discussion Boards	15	375	46
Article Summaries	2	100	12
Midterm	1	100	12
Research Paper	1	150	18
Final Exam	1	100	12
Total Points		825	100

VI. Course at a Glance:

Unit	Reading & Preparation Activities	Graded Work Due
1	<ul style="list-style-type: none">Chapters 1-4	<ul style="list-style-type: none">Unit 1.1 DiscussionUnit 1.2 Discussion
2	<ul style="list-style-type: none">Chapters 5-7	<ul style="list-style-type: none">Unit 2.1 DiscussionUnit 2.2 DiscussionUnit 2.3 DiscussionUnit 2 Article Summary
3	<ul style="list-style-type: none">Chapters 8-10	<ul style="list-style-type: none">Unit 3.1 DiscussionUnit 3.2 DiscussionUnit 3.3 DiscussionMidterm
4	<ul style="list-style-type: none">Chapters 11-13	<ul style="list-style-type: none">Unit 4.1 DiscussionUnit 4.2 DiscussionUnit 4.3 DiscussionUnit 4 Article Summary
5	<ul style="list-style-type: none">Chapters 14-15	<ul style="list-style-type: none">Unit 5.1 DiscussionUnit 5.2 Discussion
6	<ul style="list-style-type: none">Chapter 16	<ul style="list-style-type: none">Unit 6.1 DiscussionUnit 6.2 DiscussionResearch PaperFinal Exam

VII. Other Policies and Requirements

Follow this link to the Southwestern College Professional Studies [Standard Syllabus](#) in Blackboard. You may be required to log in.