



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**  
**HRM4010 Human Resources and Employment Law**  
**3 Semester Credit Hours**

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**Student Learning Outcomes and Enabling Objectives**

1. Explain the role of Human resources in relationship to employment law
  - a. Outline HR roles in the workplace
  - b. Describe the HR skills and training requirements
  - c. Differentiate the challenges of HR employment law
  - d. Describe the role of ethics in the workplace
  
2. Examine employment law related to securing and training employees through the human resource functional area of business.
  - a. Interpret information on equal employment opportunity from Title VII of the Civil Rights Act.
  - b. Interpret information on federal and state legislation regarding race discrimination, gender discrimination (i.e. LGBT), pay discrimination, family issues, sexual harassment, age discrimination religious discrimination and discrimination due to disability.
  - c. Interpret information on common-law employment issues from state and federal laws impacting employment contracts, at-will employment relationships, wrongful discharge, non-compete agreements, workplace torts, and expatriates.
  - d. Interpret information on employment law concerning Occupational Safety & Health Act (OSHA), the Employment Retirement Security Act (ERISA), the Fair Labor Standards Act (FLSA), Social Security and Supplemental Security Acts, Workers' Compensation, and Unemployment Compensation.
  - e. Explain the role of Diversity, Equity, and Inclusion in workplace policies and actions
  - f. Explain employee privacy and issues associated
  
3. Explore the development of labor relations by reviewing the history of the American Labor Unions, the National Labor Relations Act (NLRA), and the National Labor Relations Board (NLRB).
  - a. Explain the organizations, procedures, and jurisdictions involved in employment law and roles of various governing bodies.
  - b. Explore the development of American Labor Unions.

## **Big Ideas and Essential Questions**

### **Big Ideas**

- Human Resource Employment Law
- Unionization
- Equal Employment Opportunity
- Common Law Employment
- Diversity, Equity, and Inclusion

### **Essential Questions**

1. What are the roles of human resources in relation to employment law?
2. How do employment issues emerge from federal and state decisions?
3. How does employment law relate to training employees?
4. What influence does the labor union have within employment law?

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These SLOs are not approved for experiential credit.

**Effective: Fall 2022**