



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**

**HRM4510 Employee and Labor Relations**  
**3 Semester Credit Hours**

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**Student Learning Outcomes and Enabling Objectives**

1. Explain the nature of employee relations and how employee relations affect organizational outcomes
  - a. Determine what means to be an employer of choice and how employee relations influences being an employer of choice
  - b. Integrate employee engagement with employee turnover and construct the relationship between turnover, engagement and employee relations.
  - c. Compare and contrast employee relations in union organizations with employee relations in nonunion organizations
  
2. Relate employee relations in historical/contemporary work contexts with future oriented organizations.
  - a. Assess contemporary and historical contexts of diversity and inclusion and relate this to future oriented work contexts
  - b. Interpret how emerging ways of working such as contract, remote or flexible affect employee relations
  - c. Compare and contrast emerging work contexts in union organizations with these contexts in nonunion organizations
  
3. Assess sources of workplace conflict, techniques to avoid workplace conflict, and methods of workplace conflict resolution
  - a. Outline situations where workplace conflict is encountered and methods to address the conflict.
  - b. Compare and contrast workplace conflict in union organizations with workplace conflict in nonunion organizations
  - c. Develop best practices for avoiding workplace conflict and create arguments for doing so
  - d. Evaluate the various government and nongovernment entities involved in workplace conflict in both nonunion and union organizations

## Big Ideas and Essential Questions

### Big Ideas

- Employee relations and organizational outcomes
- Employee relations in future focused organizations
- Workplace conflict

### Essential Questions

1. What is an employer of choice?
2. How does being an employer of choice affect organizational outcomes?
3. Where is the difference in employee relations in union organizations versus employee relations in nonunion organizations?
4. How has diversity and inclusion connected with employee relations in the past?
5. How should diversity and inclusion connect with employee relations in the future?
6. How will emerging ways of working affect employee relations?
7. How will employee relations in future focus firms differ in union and nonunion organizations?
8. What are sources of workplace conflict and how is this conflict managed?
9. What are best practices to avoid workplace conflict?
10. What are the government and nongovernment entities involved in workplace conflict?
11. What is the difference between workplace conflict in nonunion environments and workplace conflict in union environments?

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These SLOs are not approved for experiential credit.

**Effective: Spring 2022**