

Course Abstract

Course ID and Name: MGT 205, Principles of Labor Relations

Department: Business and Computer Science

Chairperson or Course Coordinator: Dr. Aslihan Cakmak

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Prerequisites: BUS-101 or MGT-220

Co-requisites: None

Course Description:

A survey course that evaluates union growth and structure. A study of the nature of the labor market, collective bargaining, labor legislation, wages, employment, and productivity. An analysis of policies and techniques of employers, wage earners, and government in trying to find solutions to the labor problems in American society.

Credits: 3

If you need accommodations due to a disability, contact Disability Services in Edison Hall Room 100, 732.906.2546.

To foster a productive learning environment, the College requires that all students adhere to the Code of Student Conduct which is published in the college catalog and website.

Learning Outcomes:

Upon successful completion of the course, students will be able to:

1. Identify crucial labor legislation enacted.
2. Discuss and summarize key historical trends in the labor movement.
3. Evaluate the strategies utilized by labor and management to resolve conflict.

Course Content Areas:

- Labor History and Labor Law
Provides for the background of the historical and legal aspects of labor and management relationships
- Introduction to Labor Management Relationships
Describes the organizational structure of both labor and management

- Why and How Unions Organize
Includes the procedures involved in union organizing campaigns and company and labor organizations role in the process
- Collective Bargaining
Covers the negotiation of the labor agreement
- Economic and Administrative Issue
Issues that are negotiated in the labor contract
- Contract Administration
The actual implementation of the labor contract in action.
- Grievance and Arbitration Procedure
Explains the resolution of grievances and problems in the unionized workplace as well as other alternative dispute resolution programs. International Labor Relations Labor relations in other countries
- Public Sector Labor Relations
Labor relations at the city, county, and state level of government