

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Legal Aspects of Human Resource Management

COURSE NUMBER: HRM 400

PRE-REQUISITE(S): HRM 311 or POL 355 or LES 200

COURSE DESCRIPTION:

This course develops a comprehensive understanding of the legislative and administrative laws and judicial rulings affecting the human resources professional. Understanding employment law is the primary focus of this course.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will discuss the regulation of the employment relationship.

Learning Objectives: The student will:

- A-1 Explain why employment must be regulated.
- A-2 Discuss the employer/employee relationship in the workplace.
- A-3 Identify the origin of Title VII of the Civil Rights Act of 1964 and its relationship to employment law.
- A-4 Explain the structure of Title VII of the Civil Rights Act of 1964.
- A-5 Discuss theoretical bases for Title VII lawsuits.
- A-6 Discuss landmark cases related to Title VII.

GOAL B:

The student will explore the Regulation of Discrimination in employment.

Learning Objectives: The student will:

- B-1 Explain the legal implications of discriminating against individuals based on race, sex, religion, disability, age, national origin and pregnancy issues.
- B-2 Define Affirmative Action and discuss its implications on employment.
- B-3 Discuss and analyze landmark cases pertaining to various forms of discrimination.

GOAL C

The student will discuss the regulation of the employment environment.

Learning Objectives: