Syllabus: Fall 2010 - MGT-332-M70-201040 - HUMAN RESOURCES MGT

Section Information: MGT-332-M70-201040

Course Name: MGT-332

Course Description: HUMAN RESOURCES MGT

Section Instructor

Dr. Judith Y. Weisinger
Business Complex 328
575 646 3770 (Office)
575 646 1372 (Dept Fax)
jweising@nmsu.edu (urgent issues only)
Blackboard email: jweising

Welcome to Mgt 332

Please find the syllabus content in this section of the Blackboard website. Also, please become familiar with Blackboard, if you are unfamiliar with it, so that you will get to know the format.

Thanks, Dr. Weisinger

Required Text


In addition, a number of outside readings, cases and/or exercises may be required. Students are expected to have the textbook, or access to
one, in order to successfully complete this course.

Course Requirements

This is a survey course in human resources management. The approach that I take with this material is one of a "general manager approach"—that is, that much of human resource management is not simply the responsibility of the HR department, but also of all managers. To this end, I try to approach the course by engaging students in material that I think is important for all managers (and aspiring managers). It is equally important for you as employees to understand the material that we cover in this course.

Course Objectives

- Study various organizational policies & practices that comprise HR management, & external factors (such as government regulation & unions) that affect HRM; understand the strategic importance of HRM
- Cover fundamentals of HRM including recruitment, selection, legal issues in employment, performance appraisal, training, compensation & benefits, health & safety in the workplace, employee rights & discipline, and union-management relations.
- Discuss contemporary issues: globalization, workforce diversity, sexual harassment, executive compensation, employee drug testing and HRM ethics, among others.

Goals

Critical Thinking
Students will thinking critically in applying HRM concepts to 'real-world' HRM issues.

Written Communication
Students will communicate effectively regarding HRM issues.

Diversity
Students can demonstrate how diversity impacts an organization's
HRM policies and procedures.

**Legal Implications of HRM**
Students will understand the legal implications of HRM.

**Working Knowledge of HRM**
Students will demonstrate a working knowledge of HRM concepts in applying concepts to solve problems.

**Online vs. Face-to-Face**

I aim to provide the same contact hours as a face-to-face Mgt 332 course. Please be aware that to some students this will feel like much more work than a face-to-face section. This is in part because there is much more writing and reading to do in a participative online course.

**My Teaching Approach**

This course uses a variety of approaches to maximize student learning. As this is an online section, you can expect to participate frequently in discussion forums, complete a number of activity-based written homework assignments, in addition to taking tests.

Note: I do not post any lecture notes to Blackboard. Students are expected to take their own notes for this course.

- I will attempt to integrate real-life cases and situations throughout the course, as well as links to readings on contemporary topics.
- You will be expected to make significant individual contributions to the class and contributions to your group as well.

**Electronic Communication Policy**

As this is an online course, all communication should be facilitated through Blackboard. If you need to contact me, please use Blackboard email, NOT my NMSU email account, unless the matter is urgent.
### Grading

<table>
<thead>
<tr>
<th>Item</th>
<th>Points</th>
<th>A= 900 points &amp; above</th>
<th>Grading Disputes.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Tests @ 60 points each</td>
<td>300</td>
<td>B= 800-899 points</td>
<td>Any issues you may</td>
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<td></td>
<td></td>
<td>C= 700-799</td>
<td>have about a grade on</td>
</tr>
<tr>
<td></td>
<td></td>
<td>D= 600-699</td>
<td>a particular assignment</td>
</tr>
<tr>
<td>6 Written Assignments @ 50 points each</td>
<td>300</td>
<td>F= 599 &amp; below</td>
<td>should be brought to</td>
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<td></td>
<td></td>
<td></td>
<td>my attention</td>
</tr>
<tr>
<td>4 Mini-Quizzes (@20 points each)</td>
<td>80</td>
<td></td>
<td>immediately after the</td>
</tr>
<tr>
<td>8 Individual Weekly Discussion Forum Postings @ 40 pts ea</td>
<td>320</td>
<td>To receive an S grade you must earn a C or better (70% of 1000 points, or 700 points).</td>
<td>receiving the graded assignment. After two days have passed, I will not entertain any requested grade changes on assignments.</td>
</tr>
<tr>
<td>Total</td>
<td>1000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Non-Completion of Work

NO EXCEPTIONS WILL BE MADE, EXCEPT UNDER DOCUMENTED CIRCUMSTANCES, FOR NON-COMPLETION OF WORK BY STATED DEADLINES, AS ALL DEADLINES ARE POSTED IN ADVANCE AND STUDENTS GENERALLY HAVE FLEXIBILITY AS TO WHEN THEY CAN COMPLETE THEIR WORK.

### Make-up Assignments/Tests
No make-ups are made available unless a student has a documented university-related excuse (see Attendance policy) or a health-related excuse. Either must be submitted to me in writing, either via fax (575-646-1372) or emailed in Blackboard as a pdf attachment or scanned document (.jpg).

**Attendance Policies**

Although this is an online course, there are times during which student may not be able to complete an assignment. It is university policy that "Students making satisfactory progress in their classes will be excused from classes when they are representing New Mexico State University on a university sponsored event (e.g., ASNMSU President represents NMSU at legislative session, student-athletes competing in NMSU scheduled athletic events or education field trips and conferences). **Authorized absences do not relieve the student of class responsibilities.** Prior written notice of the authorized absence will be provided to the instructor by the sponsoring department."

**I expect that students will plan to submit work in advance of such absences, when possible, as activities and links are known and accessible well in-advance.**

**Netiquette**

**Classroom Etiquette**

Netiquette is a term referring to good behavior while connected to the Internet. Netiquette is mainly referring to behavior while using Internet facilities such as individual Web sites, emails, newsgroups, message boards, chat rooms or Web communities. Some examples of netiquette are listed as follows:

- Not using someone else's name and pretending to be them.
- Not posting or distributing material that is deemed illegal.
- Not using abusive or threatening language.
- Not posting derogatory remarks regarding people's sex, race or gender.
- Not spamming message boards or chat rooms with useless or
repeated messages.

- Not trying to obtain or use someone else's password.
- Not trying to obtain personal information about someone.

Netiquette is a[n] online behavior standard which is recognized by Usenet, mailing lists and other public posting areas. Netiquette requires that people post constructive and relevant messages on places like Usenet newsgroups. Things such as posting messages on a different topic to the subject requested and commercial advertising is seen as bad Netiquette. Reading your messages for bad spelling and gramer [get it?] is seen as good Netiquette.

(From "What is Netiquette?" Source: http://www.internet-guide.co.uk/netiquette-guide.html)

University Policy- Incomplete Grades

**Incomplete grades** ("I" grades) are given for passable work that could not be completed due to circumstances beyond the student's control (e.g., severe illness, death in the immediate family).

These circumstances must have developed after the last day to withdraw from the course.

Requests for "I" grades should be made to the instructor, but must be approved by the Management Department Head. **Incomplete grades will only be given if a student has a passing grade at mid-term.**

Dropping the Class/Withdrawals

Until September 3, 2010, students may **drop** courses, in which case the course does not appear on their transcripts and there is no tuition charge. No faculty or department head signatures are required to drop a class. Students may drop a class on the web only until the last day to drop; they may also drop by taking a drop slip to the Advising Center.

The deadline for **withdrawing** from a 16 week course this fall term is October 12, 2010. In the case of a withdrawal, the course remains on the student's transcript and the grade is listed as "W". Students in the College of Business may withdraw from a class by presenting an add/drop slip to the staff in the Advising Center for processing, if it is received prior to the deadline. Faculty may also process administrative drops by the October 12 deadline if a student has not been attending
class. The appropriate forms are available in the department offices.

Students may withdraw from the university (that is, withdraw from all classes) until November 12, 2010.

Student Code of Conduct & Academic Dishonesty

The Student Code of Conduct in the NMSU Student Handbook can be accessed at: http://www.nmsu.edu/~vpsa/handbook.html. According to this handbook, academic misconduct is defined as follows.

**Academic Misconduct** - Any student found guilty of academic misconduct shall be subject to disciplinary action. Academic misconduct includes, but is not limited to, the following actions:

1. Cheating or knowingly assisting another student in committing an act of cheating or other forms of academic dishonesty.

2. Plagiarism is using another person’s work without acknowledgment, making it appear to be one’s own. Any ideas, words, pictures, or other source must be acknowledged in a citation that gives credit to the source. This is true no matter where the material comes from, including the internet, other student’s work, unpublished materials, or oral sources. Intentional and unintentional instances of plagiarism are considered instances of academic misconduct. It is the responsibility of the student submitting the work in question to know, understand, and comply with this policy. If no citation is given, then borrowing any of the following would be an example of plagiarism:
   - An idea or opinion, even when put into one’s own words (paraphrase)
   - A few well-said words, if these are a unique insight
   - Many words, even if one changes most of them
   - Materials assembled by others, for instance quotes or a bibliography
   - An argument
   - A pattern or idea
   - Graphs, pictures, or other illustrations
   - Facts
   - All or part of an existing paper or other resource

*This list is not meant to include all possible examples of plagiarism. See the University*
Library's web page on plagiarism for further examples.

3. Unauthorized possession of examinations, reserve library materials, laboratory materials, or other course-related materials.

4. Unauthorized changing of grades on an examination, in an instructor's grade book, or on a grade report; or unauthorized access to academic computer records.

5. Nondisclosure or misrepresentation in filling out applications or other University records in, or for, academic departments or colleges.

Students who engage in disruptive activities in an academic setting (e.g., classrooms, academic offices or academic buildings) are subject to disciplinary action in accordance with Section IV-Non Academic Misconduct-All Students. Such students are also subject to administrative actions in accordance with the NMSU Graduate and Undergraduate Catalogs.

IN THIS COURSE, ANYONE ENGAGED IN ACADEMIC DISHONESTY WILL BE SUBJECTED TO A FAILING GRADE ON AN ASSIGNMENT, A FAILING GRADE IN THE COURSE, AND/OR FURTHER DISCIPLINARY ACTION AS DEEMED NECESSARY.

Students with Disabilities

If you have or believe you have a disability and would benefit from any accommodations, you may wish to self-identify by contacting the Services for Students with Disabilities (SSD) Office:

**Ms. Diana Quintana**  
Director of University Disability Services/Student Accessibility Services  
New Mexico State University  
P.O. Box 30001, MSC 4149  
Las Cruces, NM 88003  
(575) 646-6840 (voice)  
(575) 646-1918 (TTY/TDD)  
(575) 646-5222 (Fax)  
Location: Corbett Center, Room 244

If you have already registered, please make sure that your instructor receives a copy of the accommodation memorandum from SSD within the first two weeks of classes. It is your responsibility to inform either your instructor or SSD representative in a timely manner if
services/accommodations provided are not meeting your needs.

If you have or believe you have a disability and would benefit from any accommodations, you may wish to self-identify by contacting the Services for Students with Disabilities (SSD) Office (phone: 646-6840). If you have already registered, please make sure that your instructor receives a copy of the accommodation memorandum from SSD within the first two weeks of classes. It is your responsibility to inform either your instructor or SSD representative in a timely manner if services/accommodations provided are not meeting your needs.

If you have a condition which may affect your ability to exit safely from the premises in an emergency or which may cause an emergency during class, you are encouraged to discuss any concerns with the instructor and SSD Office.

Feel free to call Mr. Gerard Nevarez, Director of Institutional Equity and EEO/ADA Office at 646-3635 with any questions about the Americans with Disabilities Act (ADA) and/or Section 504 of the Rehabilitation Act of 1973. All medical information will be treated confidentially.

Grade Appeals

The process for grade appeals appear on page 22 of the 2010-11 catalog. Appeals must be submitted within 30 days of the start of the semester following the assignment of the grade. The appeal must be submitted in writing to the faculty member and the faculty member must respond in writing; if not satisfied, the student may appeal to the department head, the associate dean and then the dean. If you deny an appeal, please make sure that the student knows what the next step in the process is.

Recommended Resource

Title: Academic Survival Kit - Communication Skills

Additional information
To assist students to improve their written and oral communication skills, an Academic Survival Kit with resources on writing and presentation skills is available on the College web page at: http://business.nmsu.edu/students/survival-kit/
Close this window
<table>
<thead>
<tr>
<th>Module</th>
<th>Due Date</th>
<th>Chapters/Assignment</th>
<th>Subject(s)</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td></td>
<td>Chps 1-3 &amp; 6</td>
<td>Introduction, Strategic HRM, Organizational/Individual Relations, Retention &amp; Jobs/Job Design</td>
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</tbody>
</table>

**Week 1**  
**Week 2**  
F Aug 20 - W Aug 25  

**Discussion Forum**  
**Postings: Due by W Aug 25 11:45pm**  
**Introductions**  
1. Introductions  
2. Familiarize yourself with the course website, syllabus & schedule  
**Your HRM Interactions**  

Discussions are posted in the Discussion section (the icon of the push pin) of Blackboard.

The first discussion posting for the course will be for you to briefly introduce yourself. During the next few days, you should also familiarize yourself with Blackboard and with the course site. (I expect to have at least the first module posted soon so that you can see how the webcourse will be organized.)

Optional: You may also post a bio/photo in BB which may include some of the same you posted in (1). (You can find this on the Roster icon in Blackboard.)

This discussion topic is for you to share with us what your HR interactions have been in the past.

**Week 2**  
F Aug 27  

**Discussion Forum**  
**Postings: Strategic HRM (Ch. 2) Due by 11:45 pm**  

Please Note: Throughout the schedule, I will use the terms discussion “topic” and “forum” to mean the same thing—the particular discussion board in BB.

In this discussion, you will be asked to choose to discuss EITHER (1) Southwest Airlines OR (2) Google, Inc. with respect to strategic HRM.

Southwest Airlines is renowned for making its organizational culture one of its competitive advantages. Before posting to the forum, read the Business Week article below:

http://www.businessweek.com/managing/content/feb2008/ca20080221_179423.htm

Google, Inc. is an interesting company and offers a product that we are all familiar with. Before posting to the discussion forum for this topic, please read about the company at these links on its website, and view the YouTube video clip:


See further instructions in the discussion topic.
<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Event</th>
<th>Details</th>
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</table>
| Week 3 | M Aug 30 | Discussion Forum: Retention (Ch.3) Due by 11:45pm | Before posting to this discussion, please read the following articles (you likely need to press ctrl + click on the link to access each):  
By now everyone is familiar with Steven Slater, the ex-Jet Blue flight attendant who made his infamous exit by cussing out a customer and quitting over the loudspeaker, grabbing two beers, and exiting via the emergency chute. This Forbes article discusses how employers can avoid having a Steven Slater:  
| F Sep 3 | Last day to drop a course (course not on transcript; no tuition charge) | |
| Week 4 | F Sep 10 | Discussion Forum: Job Design (Ch. 6) Due by 11:45pm | In this JOB DESIGN discussion you will be asked to describe a current (or former) job and then suggest how it might be redesigned using selected design principles. See discussion forum for instructions. |
| F Sep 17 8pm - Sun Sep 19 NOON | Module 1 Test (Chps 1-3 & 6) | You can access the test in the BB menu by clicking on the Assessments. The test will be accessible from 8pm Friday until noon Sunday and you will have 75 minutes to complete the test. |
| Module 2 | Chps 4 & 5 | Legal Issues/EEO & Diversity | |
| Week 5 | T Sep 14 | Assignment#1 (Ch. 4): Discrimination Due by 11:45pm | Also read for Ch. 4 The ADA Amendments Act:  
http://www.eeoc.gov/ada/amendments_notice.html  
For this assignment, you will read a mini-case and answer the discussion questions. See the Assignments section in Blackboard. |
| F Sep 17 | Discussion Forum: Legal Issues, cont'd: | Also read this articles on a recent Supreme Court ruling affecting Title VII of the Civil Rights Act: |
| **Week 6**  
| **M Sep 20** |
| **Legal Issues**  
| **Mini-Quiz (#1)**  
| **Due by 11:45 pm**  
| **(Quiz will open on Sat Sep 18 at Noon)**  
| **http://articles.latimes.com/2009/apr/24/opinion/oe-westfaulcon24**  
| **http://www.nytimes.com/2009/07/01/opinion/01wed1.html?_r=1**  

| **Th Sep 23** |
| **Discussion Forum:**  
| **Diversity (Ch5)**  
| **Due by 11:45 pm**  
| **Before posting to the DIVERSITY discussion, please read the article on Family Responsibilities Discrimination at:**  
| **http://wfnetwork.bc.edu/blog/family-responsibilities-discrimination-frd-case-is-found-to-be-viable**  
| **New Mexico’s frequently asked questions regarding protection from discrimination, how to file a complaint, etc.:**  
| **http://www.dws.state.nm.us/HR-FAQ.html#discrimination**  

| **Fri Sep 24 8pm – Sun Sep 26 NOON** |
| **Module 2 Test**  
| **(Chps 4, 5)**  
| **You can access the test in the BB menu by clicking on the Assessments. The test will be accessible from 8pm Friday until noon Sunday and you will have 75 minutes to complete the test.**  

| **Module 3** |
| **Chps 7, 8, 10**  
| **(Ch. 9 not covered)**  

| **Recruitment, Selection, & Talent Management Training**

| **Week 7**  
| **T Sep** |
| **Written Assignment#2:**  
| **Best Recruitment Practices (Ch7)**  
| **Due by 11:45 pm**  
| **You will be asked to identify ‘best’ recruitment practices that either you or someone you know has experienced and to evaluate them. See Assignment#2 posted in the Assignments section of the homepage for the instructions and discussion questions. See the Assignments section in Blackboard.**
<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>F Oct 1</td>
<td>Discussion Forum: Selection Interviews (Ch8)</td>
<td>For this discussion forum you will post to EITHER (1) Selection Interview Qs OR to (2) Problems with the Selection Interview.</td>
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<td>(Due by 11:45 pm)</td>
<td>(1) Post the most interesting, provocative, or strange interview question that you or someone you know has experienced. Do you think that this question was legal? Why or Why not?</td>
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<td></td>
<td></td>
<td>(2) Select ONE of interview problems presented in the discussion forum and post a response to the question.</td>
</tr>
<tr>
<td>Week 8</td>
<td>Module 3 Test (Chps 7, 8, 10 (Ch. 9 not covered)</td>
<td>You can access the test on the BB menu by clicking on the Assessments. The test will be accessible from 8pm Friday until noon Sunday and you will have <strong>75 minutes</strong> to complete the test.</td>
</tr>
<tr>
<td>Fri Oct 8</td>
<td></td>
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<tr>
<td>8 pm – Sun</td>
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<tr>
<td>Oct 10 NOON</td>
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<td></td>
<td>Midterm Progress</td>
<td>Check your MyGrades for your midterm progress in the course.</td>
</tr>
<tr>
<td>Module 4</td>
<td>Chps 11-14: Performance Management, Compensation/Rewards, Variable Pay, Benefits</td>
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</table>
| Week 9     | Written Assignment#3: Performance Management (Ch11)                                        | You will first need to read the article, "Get rid of the performance review!": [http://online.wsj.com/article/SB122426318874844933.html](http://online.wsj.com/article/SB122426318874844933.html)  
Then you will be asked to discuss a number of questions regarding performance management and HRM issues raised by this piece. See the Assignments section in Blackboard. |
| T Oct 12   | Last day to drop with a "W" grade                                                          |                                                                                                                                                                                                                                                                                                                                                           |
(Then view my Powerpoint file which clarifies the Ledbetter Act.) This topic (Ledbetter Fair Pay Act) will appear on the mini-quiz and on the module test.)                                                                 |
In this discussion topic you will be asked to discuss what you think is the compensation philosophy or strategy of your current or former employer.                                                                                                      |
<p>| Week 11 M Oct 25 | Rewards &amp; Compensation Mini-Quiz (#2) (Ch.12) (Quiz will open Sat Oct 30 at noon) | This is the second of four untimed quizzes in the course. These are designed to help you study particularly dense topics that will appear on the exam. These tests are <em>untimed</em>. Once you get into the test, you will have as much time as you need to complete it. So, if you use it properly, it will help you to study for the upcoming exam. Usually I have my quizzes/tests set so that you can only take them once. However, since these are more for review purposes, you will be allowed to take it twice in case you are unable to complete it for whatever reason and need to get back into the system. In that case, your highest grade will be recorded. |
| T Oct 26 | Written Assignment#4: Incentive Plans (Ch.13) Due by 11:45 PM | In this assignment you will each be asked to identify and evaluate an incentive plan that was used in a job/company you currently work in. (If you don't have a relevant job/company to discuss, you can use that of a friend or relative.) See the Assignments section in Blackboard. |
| F Oct 29 | Discussion Forum Posting: Benefits (Ch14) Due by 11:45 pm | This discussion topic will ask you each to select a voluntary organizational benefit and to discuss potential HR issues related to its management. It may help you to draw upon an example from your own organizational experiences, but this is not a requirement for the discussion. (Of additional interest: Before the state of NM agreed to pay retirement benefits to the domestic partners of state employees (2009), NMSU approved domestic partner insurance coverage for employees: <a href="http://www.accessmylibrary.com/coms2/summary_0286-9013629_ITM">http://www.accessmylibrary.com/coms2/summary_0286-9013629_ITM</a>) |
| Week 12 M Nov 1 | Benefits Mini-Quiz (#3) (Ch14) Due by 11:45 PM (Quiz will open Sat Oct 30 at noon) | This is the third of four untimed quizzes in the course. These are designed to help you study particularly dense topics that will appear on the exam. These tests are <em>untimed</em>. Once you get into the test, you will have as much time as you need to complete it. So, if you use it properly, it will help you to study for the upcoming exam. Usually I have my quizzes/tests set so that you can only take them once. However, since these are more for review purposes, you will be allowed to take it twice in case you are unable to complete it for whatever reason and need to get back into the system. In that case, your highest grade will be recorded. |
| F Nov 5 8pm – Sun Nov 7 NOON | Module 4 Test (Chps 11-14) | You can access the test in the BB menu by clicking on the Assessments. The test will be accessible from 8pm Friday until noon Sunday and you will have <strong>75 minutes</strong> to complete the test. |
| Module 5 Chps 15-17 | Employee Rights, Risk Management &amp; Labor Relations |  |
| Week 13 | Assignment# 5 (TBA): Risk | See the Assignments section in Blackboard. |</p>
<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>T Nov 9</td>
<td><strong>Management</strong></td>
<td></td>
</tr>
<tr>
<td>F Nov 12</td>
<td><strong>Discussion Forum Posting:</strong></td>
<td>Be sure that you understand the concept of employment-at-will and its exceptions before posting to the forum. Read this brief overview, which also discusses which exceptions are recognized in which states: <a href="http://www.bls.gov/opub/mlr/2001/01/art1full.pdf">http://www.bls.gov/opub/mlr/2001/01/art1full.pdf</a></td>
</tr>
<tr>
<td></td>
<td>Employee Rights (Ch16) - Employment-at-Will</td>
<td>In this discussion, you will select ONE employment at-will scenario in the discussion topic to which to respond. In your discussions assume that all exceptions are recognized, even we know from the above article that various U.S. states recognize different exceptions to EAW.</td>
</tr>
<tr>
<td>M Nov 15</td>
<td><strong>Employee Rights Mini-Quiz (#4) (Ch. 16)</strong></td>
<td>This is the last of the untimed quizzes in the course. These are designed to help you study particularly dense topics that will appear on the exam. These tests are untimed. Once you get into the test, you will have as much time as you need to complete it. So, if you use it properly, it will help you to study for the upcoming exam. Usually I have my quizzes/tests set so that you can only take them once. However, since these are more for review purposes, you will be allowed to take it twice in case you are unable to complete it for whatever reason and need to get back into the system. In that case, your highest grade will be recorded.</td>
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<tr>
<td>F Nov 19</td>
<td><strong>Discussion Forum:</strong></td>
<td>Optional: View this provocative 3-minute YouTube clip that provides a reason why some employers may wish to monitor employees. (Note: There is audio for this clip, but also there has been a song added to the clip since I last used it, so I believe that if you turn down the song you also miss some of the video sound...): <a href="http://www.youtube.com/watch?v=A-qmH5irA-0">http://www.youtube.com/watch?v=A-qmH5irA-0</a></td>
</tr>
<tr>
<td></td>
<td>Employee Rights, cont'd-Privacy, Monitoring,</td>
<td>In this discussion topic, you will be asked to reply to ONE of the posted scenarios reflecting other employee rights issues such as privacy rights, workplace monitoring, and drug testing.</td>
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<tr>
<td></td>
<td>Drug Testing</td>
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<td></td>
<td><strong>Thanksgiving Holiday</strong></td>
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<tr>
<td>Week 15</td>
<td><strong>Assignment#6:</strong> Workplace Privacy &amp; Speech</td>
<td>For this assignment you will view a short CNN video clip regarding workplace privacy, then answer the discussion questions. See Assignment section in Blackboard.</td>
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<td>T Nov 30</td>
<td><strong>Due by 11:45 PM</strong></td>
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<tr>
<td>Date</td>
<td>Event</td>
<td>Description</td>
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<tr>
<td>Dec 3</td>
<td>Discussion: The National Labor Code Due by 11:45 pm (Extra Credit Discussion)</td>
<td>For this forum, you will first need to make sure that you are familiar with the three main Acts in the U.S. &quot;Labor Code&quot; from Ch.17: The National Labor Relations Act (known also as the Wagner Act); the Taft-Hartley Act; and the Landrum-Griffith Act. Know generally what each covers, and which constituency if most protected (e.g., employers, unions (labor), or union employees).</td>
</tr>
<tr>
<td>Dec 8-12</td>
<td>EXAM WEEK</td>
<td>Final Exam (Test 5) to be Scheduled. Test is not cumulative, but the test MUST be taken to receive a grade in the course (i.e., it is not optional).</td>
</tr>
<tr>
<td>Dec 14</td>
<td>Grades Due</td>
<td></td>
</tr>
</tbody>
</table>