WILMINGTON UNIVERSITY  
COLLEGE OF BUSINESS  
BASIC COURSE INFORMATION

COURSE TITLE: Legal Aspects of Human Resource Management  
COURSE NUMBER: HRM 400

I. RATIONALE:
In order for an organization to operate effectively and within the limitations of legal restraints, human resource professionals must be knowledgeable of employment law. These laws are in place to protect the employer as well as the employee. Employment laws pertain to Fortune 500 organizations as well as companies with 50 or less employees.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A: The student will discuss the regulation of the employment relationship.

   Learning Outcomes: 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 Outcomes: 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 Outcomes:** The student will:

C-1 Define three types of test validity.
C-2 Discuss various types of employment testing.
C-3 Explain the legality of testing for ineligibility.
C-4 Examine the legal implications of Performance Appraisals Systems.

**GOAL D**
The student will define and discuss other forms of legislation as it applies to employment and the work environment.

**Learning Outcomes:** The student will:

D-1 Describe the rights of employees in both union and non-union settings.
D-2 Examine OSHA legislation and discuss its implications on employment.
D-3 Define ERISA (Employment Retirement Income Security Act) and research the importance of retirement programs in employment.

**GOAL E**
The student will demonstrate effective written and oral communication skills when discussing landmark cases and controversial issues that relate to the legal environment of employment.

**Learning Outcomes:** The student will:

E-1 Outline each chapter to be covered in class to aid in the facilitation of classroom participation.
E-2 Prepare a short paper on the importance of laws in employment.
E-3 Organize/participate in a group presentation of a controversial issue that has a direct affect on the legal aspects of Human Resources.