

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** Law, Regulation and the Workplace

**COURSE NUMBER:** MHR 6503

**PRE-REQUISITE(S):** NONE

**COURSE DESCRIPTION:**

This course focuses on the legal impact and effect of regulatory agencies on the development and maintenance of human resource management programs. Common practices in hiring and firing, promotion and discipline, safety, testing, equal employment opportunity and affirmative action program requirements established by public law, and the role of regulatory agencies and their requirements in the workplace are explored.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will demonstrate knowledge of legal and ethical issues relevant to the management of Human Resources in a competitive environment.

**Learning Objectives:** The student will:

- A-1 Evaluate the various laws that have had a major impact on the workplace and how those laws have changed the scope and structure of management decision making.
- A-2 Summarize from a historical context why these laws were enacted as well as why the various regulatory agencies exist.
- A-3 Generalize how regulatory agencies affect the scope and structure of management decision making.

**GOAL B:**

The student will explore the practical application of laws to human resource situations in the workplace.

**Learning Objectives:** The student will:

- B-1 Assess various human resource management practices and how public law and regulation affect those practices.
- B-2 Generalize how law and regulation has affected work environments.

**GOAL C:**

The student will identify ethical and legal issues relevant to the policies, practices, and management of human resources.

**Learning Objectives:** The student will:

- C-1 Predict unaddressed problems that currently exist in the workplace and the possible changes that may be enacted in the future to counteract those problems.
- C-2 Summarize ethical standards in the workplace.
- C-3 Evaluate organizational policies and practices using legal and ethical reasoning and make necessary recommendations for changes.