

Brief Syllabus
37:575:375 Benefits and Social Insurance

Course Description:

Overview of benefits with a focus on social insurance systems, health insurance, and pensions. Relevant issues for employers, employees, unions, and public policy.

Important information:

This higher-level course is suitable for non-majors as well as majors or minors. There are no pre-requisites. It counts as an elective toward the HRM major as well as various majors and minors offered by the Labor Studies and Employment Relations Department. It is often taught jointly with the corresponding Masters in Labor and Employment Relations course.

Learning objectives. The student is able to:

Labor Studies and Employment Relations Department:

- Analyze a contemporary global issue in labor & employment relations from a multi-disciplinary perspective (Goal 7).

School of Management and Labor Relations:

- Evaluate the context of workplace issues, public policies, and management decisions (Goal V).

Note: National social insurance systems are an important context for labor-management relations. They also critically shape employer benefit programs.

Assessment of student success in meeting learning objectives:

Typically a rubric is applied to particular short answer items on the final exam and/or on written assignments.

In addition, grades are also based on student performance in exercises, discussions, and other assignments