

## LABOR STUDIES AND EMPLOYMENT RELATIONS

### Undergraduate classes:

#### **37:575:202 Development of the Labor Movement II (3)**

The history since 1900 of the philosophy, structure, and activities of labor unions and other worker organizations, and their impact on the American economic, political, and social fabric.

#### **37:575:357 Social Movements, and Work (3)**

The theory and practice of social movements and social change, particularly those related to work; the prospects for current and future mobilization.

#### **37:575:364 Diversity in the Workplace (3)**

Focuses on how the increasing demographic diversity of American workplaces affects social relations, cultural dynamics, and organizational effectiveness.

#### **37:575:367 Emotional Intelligence in the Workplace (3)**

Nature of emotional intelligence and its effects on employee performance and organizational success; research on development of emotional intelligence; self-awareness and self-development.

#### **37:575:368 Professional Development Strategies (3)**

Best practices in professional development; organizational strategies for addressing employee retention, work/life balance, wellness, communication, and other matters related to employee development.

#### **37:575:395 Perspectives on Labor Studies (3)**

In-depth study of the classic works on the nature of labor, the relationship of work to other social functions, and the relationship between workers and management.

#### **37:575:450 Senior Seminar (3)**

Assess personal knowledge, skills and abilities as related to career choices in light of contemporary changes in the American workplace; consider how organizational structures affect the nature and quality of careers. Note: This is one of several focused topics addressed by different senior seminars.

### Graduate classes:

#### **38:578:510 The Inclusive Workplace (3)**

Inclusive workplaces build on equal opportunity principles to create a culture of respect, involvement and success for all employees. The course involves an examination of individual differences and group affiliations that create a diverse workforce; paradigms that limit and promote inclusion; and what each individual student, employers and society can do to promote inclusive workplaces.

#### **38:578:511 Emotional Intelligence in the Workplace (3)**

Theory of emotional intelligence and its effects on employee performance and organizational success; research on the development of emotional intelligence; self-awareness and self-development.

#### **38:578:512 Self Development for Professional Success (3)**

How employees can advance their careers given the changing nature of work and organizations; skill assessment/development, career progression, and work/life balance; inter-generational, gender, and racial/ethnic issues.

#### **38:578:611 Topics: Writing in Employment Relations (3)**

Creation of articulate, persuasive written documents of the type needed in professional positions in employment relations; intensive, individualized instruction; ESL students welcome.

## HUMAN RESOURCE MANAGEMENT

### Graduate classes:

#### **38:533:566:02 Employment Law (3)**

Studies principles of law covering the employment relationship. The focus is on understanding the legal process as it relates to employment issues and developing abilities to research legal issues.

#### **38:533:612 MHRM Select Problems: Distance Learning (3)**