

AI in the Workplace

Course Code: 37:533:335:90

Rutgers School of Management & Labor Relations

Fall 2026 | Asynchronous Online (September 1, 2026 – December 22, 2026)

INSTRUCTOR INFORMATION

Instructor: Professor Ashe Husein, MCIS, MHRM

Email: ashe.husein@rutgers.edu | **Phone:** 732-904-0712

Virtual Office Hours: Via Zoom (on specified dates/times or upon request via email)

Welcome Message & Background

My career has spanned countries, industries, and creative fields—from IT and education to photography and content creation. I've worked with organizations ranging from non-profits like NY Road Runners to investment firms like Insight Partners, always balancing structure with creativity—whether I'm building tech solutions or capturing moments through a lens.

Outside of teaching, I'm an IT professional, published photographer, and former Chairman of the New York chapter of the American Photographic Artists, where I bridge art, technology, and industry. I hold two master's degrees from Rutgers—in Communication & Information, and in Management & Labor Relations—which help me connect the dots between people, media, and organizations.

This course invites you to explore how new technologies are transforming Human Resource Management at one of the most pivotal moments in labor history.

Course Overview & Description

This course explores the evolving relationship between AI technology and labor, examining how technological advancements have reshaped work across the past, present, and future.

Key Topics

- **Automation & Artificial Intelligence:** Impact of robotics and AI on traditional/emerging roles.
- **Modern Work Models:** Platform labor, gig work, and remote work structures.
- **Workplace Monitoring:** Workplace surveillance and employee tracking.
- **Ethics & Policy:** Privacy concerns, algorithmic bias, worker autonomy, and employer/policymaker responsibilities.

Learning Outcomes & Goals

Course Learning Objectives

- **Historical & Technological Context:** Discuss historical and current shifts in work and technological innovation.
- **AI & HR Strategy:** Analyze how automation and AI impact human resource strategies and industry labor dynamics.
- **Ethics & Policy Evaluation:** Evaluate ethical, economic, and policy implications of technology-driven work.
- **Future Forecasting:** Envision and predict emerging trends in employment and organizational design.
- **Critical Decision-Making:** Apply critical thinking to HR policy design, workplace ethics, and strategic workforce planning.
- **Research Synthesis:** Synthesize academic literature and industry research to inform evidence-based HR decisions.
- **Professional Communication:** Communicate complex technological and labor concepts clearly through formal writing and asynchronous discussions.

SMLR Learning Goals

- **Understanding Context:** Demonstrate understanding of relevant context, history, and technologies in labor and HRM.
- **Application:** Apply employment relations and management concepts to practical, real-world organizational challenges.

Core Themes & Section Structure

Section	Topic	Key Details
Section 1 (Weeks 1–4)	Historical Shifts: Industrialization to Automation	• Historical overview of technology enhancing vs. replacing labor. • How tech investments fuel innovation and long-term job creation. • Tech advances as complements to human work.
Section 2 (Weeks 5–8)	Current Trends: Automation, AI & the Gig Economy	• AI reducing repetitive tasks while creating new job categories. • Gig economy: balancing autonomy against benefits and stability. • Assessing displacement risks for low-skill workers.
Section 3 (Weeks 9–10)	Future Implications: Navigating the New Landscape	• Structural shifts, rapid tech change, and long-term unemployment risks. • Addressing job polarization and expanding inequality. • Policy frameworks: UBI, reskilling, and education reform.

Section 4 (Weeks 11–14)	Implications for HR Professionals: Strategic HRM & Tech	• AI-driven recruitment, onboarding, talent acquisition, and retention. • Managing remote/hybrid culture, well-being, and DEI. • Global talent management, data analytics, and regulatory compliance.
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Course Schedule (Fall 2026)

Section	Weeks	Dates	Topic / Focus
Section 1: Historical Shifts	Weeks 1 & 2	Sep 1 – Sep 13	Getting Started in Technology & Work
Section 1: Historical Shifts	Weeks 3 & 4	Sep 14 – Sep 27	Historical Shifts: Industrialization to Automation
Section 2: Current Trends	Weeks 5 & 6	Sep 28 – Oct 11	Current Trends: Automation, AI, and Gig Economy (Part 1)
Section 2: Current Trends	Weeks 7 & 8	Oct 12 – Oct 25	Current Trends: Automation, AI, and Gig Economy (Part 2)
Section 3: Future Implications	Weeks 9 & 10	Oct 26 – Nov 8	Future Implications: Navigating the Evolving Landscape
Section 4: HR Implications	Weeks 11 & 12	Nov 9 – Nov 22	HR & Workforce Transformation (Part 1)
Break Recess	Recess	Nov 25 – Nov 29	Thanksgiving Recess (No Assignments Due)
Section 4 (Continued)	Weeks 13 & 14	Nov 30 – Dec 13	HR & Workforce Transformation (Part 2)
Course Wrap-Up	Weeks 15 & 16	Dec 14 – Dec 22	Course Wrap-Up & Final Project Submission

Course Deliverables & Grading

Grading Breakdown

Deliverable / Assignment	Description	% of Final Grade
Participation & Discussions	Active participation in weekly Canvas discussions, Lucid Whiteboard collaborations, Hypothesis annotations, and guest speaker Q&A.	25%

Essays (4 Total)	Four analytical essays (~3 pages each, double-spaced, plus references). Synthesizes readings, critical thinking, and research.	25% (6.25% each)
Midterm Project Presentation	Workplace Tech Transformation Case Study: Slide presentation on how an emerging tech transformed a chosen industry/sector.	25%
Final Project Presentation	Designing the Future of Work: Capstone presentation proposing strategic HR policies, ethical frameworks, or workforce solutions.	25%
Total	Complete course deliverables evaluation.	100%

Grading Scale

- **A: 90.00% – 100.00%** (Outstanding)
- **B+: 88.00% – 89.99%** (Very Good)
- **B: 80.00% – 87.99%** (Good)
- **C+: 78.00% – 79.99%** (Above Satisfactory)
- **C: 70.00% – 77.99%** (Satisfactory)
- **D: 60.00% – 69.99%** (Poor)
- **F: Below 60.00%** (Failing)

Course Policies & Student Expectations

Late Assignment Policy

- **Grace Period & Deductions:** Late submissions receive a 10% deduction per day for up to 48 hours past the deadline.
- **Cut-Off Window:** Submissions received after 48 hours will receive a score of zero (0).
- **Discussions & Whiteboards:** Due to peer collaboration requirements, late contributions to discussion boards/whiteboards cannot be accepted after the module closes without prior approval.
- **Documented Emergencies:** Notify the instructor via Canvas Inbox or contact the Dean of Students as early as possible for extenuating circumstances.

Academic Integrity & Generative AI Policy

- **Permitted AI Uses:** Generative AI tools (ChatGPT, Claude, Copilot, Rutgers Gemini) are allowed as learning aids for brainstorming, outlining, refining search terms, or forming research questions.
- **Prohibited AI Uses:** AI cannot be used to generate full drafts, write evaluations, or complete essays. All final writing must be original work.
- **AI Attribution Statement:** If AI tools assist in preliminary brainstorming/outlining, include an AI Acknowledgment Statement at the end of the assignment specifying the tool and usage.
- **Turnitin Review:** All submitted essays and presentation decks are subject to textual similarity review via Turnitin integrated into Canvas.

Communication Guidelines & Netiquette

- **Canvas Inbox:** Primary contact method for the instructor. Typical response time is 24–48 hours on weekdays (weekend messages answered on Monday).
- **Feedback Turnaround:** Grades and feedback posted within 7–10 days of submission.
- **Netiquette:** Professional, inclusive, and respectful tone required. Zero tolerance for harassment, offensive language, or personal attacks.

Required Technology & Materials

- **Textbooks:** None required. All readings, lecture videos, and multimedia are provided inside Canvas modules.
- **Hardware:** Desktop/laptop (Windows or macOS) with reliable broadband internet, headphones/headset, and webcam (for optional Zoom sessions).
- **Software:** Microsoft Word (or software capable of exporting .docx or .pdf files). Rutgers students get free access to Office 365 via software.rutgers.edu.

Technical Support & University Resources

Technical & Canvas Support

- **Rutgers IT Help Desk:** Call 833-648-4357 | Email help@oit.rutgers.edu (24/7/365)
- **Canvas Help Desk:** Email help@canvas.rutgers.edu (Mon–Fri, Business Hours)

Student Support & Well-Being

- **Office of Disability Services (ODS):** Lucy Stone Hall, Suite A145, Piscataway, NJ | Phone: 848-445-6800 | Email: ods@rutgers.edu | Website: ods.rutgers.edu
- **CAPS (Counseling & Psychiatric Services):** Phone: 848-932-7884 (24/7 Crisis Line) | Website: health.rutgers.edu
- **Dean of Students Office:** Phone: 848-932-2300 | Website: deanofstudents.rutgers.edu
- **Rutgers Writing Centers:** writingctr.rutgers.edu
- **Veteran & Military Programs (OVMPs):** Phone: 848-932-8387 | Website: veterans.rutgers.edu

Detailed Assignment Summary & Due Dates

Date	Due Item
Tue Sep 8, 2026	Academic Integrity & AI Policy Acknowledgment Week 1 Discussion: Meet Your Classmates & Course Orientation (Initial Post) Week 1 Discussion: Meet Your Classmates & Course Orientation (Required Replies - 1)
Sun Sep 13, 2026	Collaborative Activity: Future of Work Brainstorming (Lucidspark)
Sun Sep 20, 2026	Discussion: Machines, Factories & the First Tech Revolution (Initial Post)

Sun Sep 27, 2026	Discussion: Machines, Factories & the First Tech Revolution (Required Replies - 3) Essay 1: Echoes of the Past
Sun Oct 4, 2026	Discussion: Robot Taxes, UBI & the Future of Labor (Initial Post)
Sun Oct 11, 2026	Discussion: Robot Taxes, UBI & the Future of Labor (Required Replies - 3) Essay 2: Today's Tech Tangle
Sun Oct 18, 2026	Discussion: The Rise of the Gig Economy (Initial Post)
Sun Oct 25, 2026	Discussion: The Rise of the Gig Economy (Required Replies - 3) Midterm Project: Workplace Technology Case Study Presentation
Sun Nov 1, 2026	Discussion: The Digital Worker of 2030 (Initial Post)
Sun Nov 8, 2026	Discussion: The Digital Worker of 2030 (Required Replies - 3) Essay 3: Navigating Tomorrow
Sun Nov 15, 2026	Discussion: HR in the Age of AI (Initial Post)
Sun Nov 22, 2026	Discussion: HR in the Age of AI (Required Replies - 3)
Sun Dec 6, 2026	Discussion: What Now? (Initial Post)
Sun Dec 13, 2026	Discussion: What Now? (Required Replies - 3) Essay 4: HR's New Frontier Project Feedback - Initial
Sat Dec 19, 2026	Final Project: Designing the Future of Work
Tue Dec 22, 2026	Activity: Final Project Topic Selection & Planning