

Welcome!

Hi, I'm Ashe — and I'm excited to be your instructor for this course! 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 nonprofits 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 and Information, and in Management and 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. I look forward to learning with you!.

Read each section carefully. Note: if you are new to Canvas, complete the Canvas tutorials under [Course Tools Tutorials](#).

Course Description

This course explores the evolving relationship between technology and labor. We will critically analyze how technological advancements have reshaped the world of work across the past, present, and future. From the Industrial Revolution to the digital economy, we'll examine key milestones that have transformed labor markets and influenced HR practices.

Topics include the impact of automation and AI, the rise of gig and remote work, and the proliferation of workplace surveillance. We'll also explore ethical concerns, including privacy, algorithmic bias, and worker autonomy, as well as the responsibilities of employers and policymakers.

By the end of the course, students will be able to assess the impact of emerging technologies on employment, job security, economic inequality, and workers' rights. Through readings, case studies, and discussions, students will gain a well-rounded perspective on the future of work and the role they may play in shaping it.

Course Delivery Format

This course runs from January 20th through May 7th. It is delivered *entirely* online through the Learning Management System, Canvas. There will be no Face-to-Face, in-person classroom sessions, except for an optional virtual "meet your professor and classmates" live Zoom session.

The course is delivered in **asynchronous** mode. This means the learning activities and communication take place outside of real-time. You do not have to log in at any specific scheduled time; you log in at your convenience. However, there may be times when you're working in groups on an assignment, you would need to set up a live session via **Canvas Conferences, WebEx, or ZOOM.**

Note: Even though you don't need to log in at any specific time, **you are required to adhere to all coursework due dates.**

Virtual Office Hour

The Virtual Office Hour will be conducted via Zoom on the specified date/time or upon request.

Instructor Information

Professor Ashe Husein, MCIS, MHRM.

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732-904-0712

Virtual Office Hours:

Core Themes & Topics

Section	Topic	Details
1 - Weeks 1 to 4	Historical Shifts	From Industrialization to Automation, Technology enhances, not replaces, labor. Investments in tech fuel job creation and innovation. Technological advances complement, not eliminate, work
2 - Weeks 5 to 8	Current Trends	Automation, AI & the Gig Economy, AI reduces repetitive labor but creates new job categories, Gig work provides autonomy but raises concerns about benefits and stability, Displacement impacts low-skill workers most heavily
3 - Weeks 9 to 10	Future Implications	Navigating the New Landscape, The pace of change raises concerns about long-term unemployment. Job polarization may widen inequality. Policy ideas include a universal basic income and education reform

Section	Topic	Details
4 - Weeks 11 to 14	Implications for HR Professionals	AI now drives recruitment, onboarding, and retention strategies. HR must manage a remote/hybrid culture, employee well-being, Diversity, Equity, and Inclusion, as well as compliance. Talent acquisition is now global and requires data-driven strategies

Course Structure & Schedules

This course is structured into weekly modules. A Module is a chunk of the course content broken out by usually topic. Each Module equates to a Week. Each week starts on a Monday and ends on a Sunday. Exceptions are the 1st the last week of the semester.

The weekly/module activities are noted in the Modules section under the corresponding **Week # Overview & Activities** pages. Each Tasks & Goals page includes:

- Topic introduction of the week
- Learning Materials
 - Readings
 - Multimedia (Audio, and/or Videos, Lecture recordings)
- Learning Activities - what activities you will be doing to help you learn
 - Discussion
 - Project work
 - Assignments

The course is divided into 16 Weeks as follows:

Section 1: Historical Shifts (Weeks 1 - 4)

- [Weeks 1 & 2 \(Jan 20 - Feb 2\): Getting Started in Technology & Work](#)
- [Weeks 3 & 4 \(Feb 3 - Feb 15\) - Historical Shifts: From Industrialization to Automation](#)

Section 2: Current Trends (Weeks 5 - 8)

- [Weeks 5 & 6 \(Feb 16 - Mar 1\): Current Trends: Automation, AI, and the Gig Economy, Part 1](#)
- [Weeks 7 & 8 \(Mar 2 - Mar 15\): Current Trends: Automation, AI, and the Gig Economy, Part 2](#)

Section 3: Future Implications (Weeks 9 - 10)

[Weeks 9 & 10 \(Mar 16 - Mar 29\): Future Implications: Navigating the Evolving Landscape](#)

Section 4: Implications for HR Professionals (Weeks 11 - 14)

- [Weeks 11 & 12 \(Mar 30 - Apr 12 \): Human Resources & Workforce Transformation, Part 1](#)
- [Weeks 13 & 14 \(Apr 13 - Apr 26\): Human Resources & Workforce Transformation, Part 2](#)

Course Wrap Up

[Weeks 15 & 16 \(Apr 27 May 5\): Course Wrap Up, Final Project](#)

Course Objectives

By the end of this course, you should be able to:

1. Discuss historical and current shifts in work and technology
2. Analyze how automation and AI impact HR and the industry
3. Evaluate ethical, economic, and policy implications of tech-driven work
4. Envision future trends in work and employment
5. Apply critical thinking to HR policy and strategic planning
6. Synthesize academic and industry research for HR decision-making
7. Communicate complex ideas clearly in writing and discussion

[SMLR Learning Goals](#)

Canvas Tutorials & Technical Support

If you are new to Canvas or need a refresher tutorial, visit:

- [Getting Started In Canvas for Students](#)
- [Canvas](#) Canvas is Web Accessibility Guidelines compliant. More on [Canvas accessibility Standards Links to an external site.](#)

If you need technical assistance at any time during the course or to report a problem with Canvas:

- Contact [Rutgers IT Help Desk](#). 833-648-4357, email help@oit.rutgers.edu, accessible 24 hours a day, 7 days a week.
- Refer to the [Canvas Student Tutorial](#)
- Canvas [Student Guide PDF Version Links to an external site.](#) [Open this document with ReadSpeaker docReader](#)
- Access Rutgers Canvas via the [MyRutgers Portal Links to an external site.](#), rutgers.instructure.com, mobile app, and [Rutgers Canvas Links to an external site.](#)
- For Canvas assistance, Passwords, or any other computer-related technical support, contact the [Rutgers Canvas Help Desk Links to an external site.](#)

help@canvas.rutgers.edu

How to Access Zoom

Virtual office hours are conducted through a scheduled ZOOM meeting. If you have not activated your Rutgers ZOOM account, you will need to do so prior to class starting. Follow the steps below:

1. Follow the instructions on [Creating Rutgers ZOOM Account Links to an external site.](#)
Note: Be sure to read what to do if you have an existing personal ZOOM account that uses your Rutgers email.
2. Once you have activated your Rutgers ZOOM account, you will then need to make sure your Canvas default email is in the format **netid@rutgers.edu**. Follow the instructions on [How to check and set your Canvas Default Email](#) if needed. Then you can access the scheduled ZOOM class sessions.
3. To access and join the scheduled class sessions, select the ZOOM tab from the left navigation menu, then select Join to join the scheduled session. If you are new to ZOOM, review the tutorials under [Course Tools Tutorials](#) or at the [Rutgers ZOOM Homepage Links to an external site.](#)

ZOOM etiquettes:

- For audio clarity, mute your microphone when not speaking, and unmute only when you are speaking.
- Allow for the brief delay that happens when a conversation from one speaker transitions to another. Be patient and allow the person to speak.
- You have the option to turn on/off your webcam.
- You can use the Chat box to ask questions, share your thoughts.

Accommodations

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation ([See Documentation Guidelines Links to an external site.](#)). If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you and your instructor with a Letter of Accommodations. Please discuss the accommodations with your instructors as early in your courses as possible. To begin this process, please complete the [registration form Links to an external site.](#) I am happy to facilitate the process if you need me to. Just let me know.

Office of Disability Services contact and address

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- [Office of Disability Website](#)

Rutgers Diversity Statement

The Division of Student Affairs strives to foster an inclusive environment that respects and affirms the inherent dignity, value, and uniqueness of all individuals, communities, and perspectives. Our practices reflect awareness and understanding of the complexity of identity and the increasing interconnectedness of our world. It is our **responsibility** to promote and maintain a community of compassion, embracing the rich dimensions of **diversity**, and facilitating opportunities for understanding and the expression of both individual and shared truths.

Course Materials

- Textbooks: There are no textbooks for this course.
- Lecture videos, other recordings, multimedia, and readings/articles are provided in the Readings, Multimedia, and Video sections of each Module page.

Computer and other Technology Requirements

- Access to the internet
- Reliable computer
- Headphones/Headsets - recommended
- Webcam
- Microsoft Word
- [Basic Computer Specifications for Canvas \(Links to an external site.\)](#)

For convenience, you can also download/install the Canvas Student App for Android or iOS devices. Follow the instructions on the respective app centers:

- [Canvas Student App for Android \(Links to an external site.\)](#)
- [Canvas Student App for iOS](#)

Course Deliverables

Grading Components	Description	% of Final Course Grade
Participation & Discussions	Canvas discussions, Lucid Whiteboard, and Hypothesis Annotate activities. Guest Q &A	25%
Essays	Four essays, three pages each, double-spaced, with a separate citations page. Reflect understanding, research, and critical thinking.	25%
Midterm Project Presentation	Workplace Tech Transformation Case Study (Presentation)	25%

Final Project Presentation	Designing the Future of Work (Presentation)	25%
Total		100%

Grading Scale

Points Range	Grade
90 - 100	A
88 - 89.99	B+
80 - 87.99	B
78 - 79.99	C+
70 - 77.99	C
69.99 and below	F

Understanding our Late Assignment Policy

We understand that unforeseen circumstances can sometimes make it difficult to submit assignments on time. To account for this, late assignments will be penalized **10% per day for up to 48 hours (two days)** after the original due date. After this 48-hour window, your assignment will be given a **zero** grade.

If you have a legitimate reason for a late submission (e.g., a documented illness or a personal emergency), please reach out to your instructor or the Dean of Students as soon as possible to discuss your options.

Submit all assignments through this Canvas course site.

For writing help, visit the Rutgers Writing Center. For research, use the Rutgers Libraries.

Technical issues? Contact the OIT Help Desk at 732-445-HELP

Rutgers Support Resources for Your Well-Being

Rutgers Student Health Services:

Rutgers Student Affairs is dedicated to health for the whole student body, mind and spirit. It accomplishes this through a staff of qualified clinicians and support staff. [Health, Counseling, and Wellness services Links to an external site.](#) are available at several locations throughout Rutgers University.

Academic Services:

- For academic support, including tutoring, visit the [Rutgers - New Brunswick Learning Centers Links to an external site.](#)

- For coaching help with writing skills and assignments, visit the [Rutgers - New Brunswick Writing Tutors in the Learning Center Links to an external site.](#)
- Many library resources are available online. Assistance is available through phone, email, and chat. For information, check the [Rutgers Libraries website Links to an external site.](#)

Veteran Services:

Rutgers is proud to support veterans. If you are a veteran of the armed forces, please visit the [Office of Veteran and Military Programs and Services website Links to an external site.](#) for more information.

Course Communication & Conduct Expectations

To help create a positive and inclusive learning environment, all students are expected to engage in the course with professionalism, respect, and courtesy. We value diverse perspectives and encourage thoughtful, constructive contributions to our shared learning experience.

Please keep the following in mind:

- Use respectful and inclusive language in all communications, including discussion posts, messages to classmates, and emails to the instructor.
- Avoid posting any content (e.g., videos, images, or links) that is unrelated to the course or could make others feel uncomfortable or excluded.
- Harassment, offensive language, or any behavior that disrupts a supportive learning environment will not be accepted.

When participating in discussions or other collaborative activities, please refer to the [Discussion Post Guidelines](#) to help guide your tone and contributions.

Let's work together to make this an engaging and respectful space for everyone.

Academic Integrity

Be sure to review and abide by the [Rutgers Academic Integrity](#)

Use of GenAI Applications

AI Use: You may use AI tools (such as ChatGPT, Rutgers Gemini) for brainstorming, outlining, or generating research questions. However, you must write your own analysis and final drafts. Submissions that rely heavily on AI-written text will be flagged and penalized.

Definition of plagiarism: Using someone else's work or ideas without proper credit is a violation of academic integrity.

Turnitin Statement

Students (You) agree that by taking this course all required papers may be subject to submission for textual similarity review to **Turnitin.com** (via Canvas Assignments Portal) for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the [Usage Policy \(Links to an external site.\)](#) posted on the Turnitin.com site.

If you do not agree, please contact me immediately.

Staying on Track

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers flexibility and convenience, allowing you to learn from anywhere, at any time, you are still expected to adhere to all due dates.

To help you stay on track:

- Have access to a reliable computer and access to the Internet
- Log in to Canvas for your course ***on a daily basis***
- Check for any announcements, updates to the syllabus, assignments, and/or discussions, and respond accordingly
- Actively participate in the Discussion Forum
- Complete the assigned readings and/or media
- Complete the assigned exercises and projects
- Adhere to all due dates

In case of computer failure

Ensure you have an alternative plan for accessing your Canvas course in case your computer stops working, is lost, or is otherwise unavailable. Additionally, back up your important documents and assignments on a flash drive, in the cloud, or on another external device.