

LSEr Senior Seminar
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Fall 2020, Tues 12-3 pm ET (Remote)

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Course Site: (Canvas): <https://rutgers.instructure.com/courses/79733>

Course Overview

Description: This course is designed to introduce upper-division undergraduate students to research and findings in the fields of labor studies, employment relations and human resources, and to raise significant philosophical questions that lie at the core of the discipline. It is also designed to help students strengthen their analytical and communication skills; and it will provide students with an opportunity to engage in deeper discussions about their areas of interest.

Learning Objectives:

Students who successfully complete this course will meet the following official learning objectives of SMLR:

- Communicate effectively at a level and in modes appropriate to an entry level professional. (Goal I)
- Demonstrate an understanding of relevant theories and apply them given the background of a particular work situation (Goal IV)

In addition, successful students will also meet the following course specific goals:

1. Deepen their understanding of key historical and current workplace and social issues through exposure to a variety of research topics and methods;
2. Explore the ethical implications of alternative employment systems and relationships;
3. Develop and improve analytical and writing skills;
4. Create a culture of open discussion, constructive criticism and active collaboration between and among faculty and students.

Class Materials

This course will be delivered synchronously in an online format. We will meet once per week via WebEx to discuss each week's topics. However, we will be utilizing the [Canvas](#) learning management system to access learning materials, post announcements, submitting assignments, and for communicating with each other.

Note: Whenever anything is posted to this site, you will automatically receive a notification to your rutgers.edu email account. Checking that email account frequently is highly recommended as well.

Grading and Course Requirements

Activity	% of grade:
Participation/Attendance	20
Class Activities/Assignments	25
Current Event Presentations	25
Final Paper	30

Make-up policy: All work will be due at 11:59 pm ET on Saturday nights. Late work will be accepted for one (1) additional week past the assignment due date, but will assume a 50% penalty, regardless of the reason. Please make sure you are not procrastinating with regard to your assignments. Ample time will be given to reasonably complete each assignment.

Rutgers policy on religious holidays: <https://scheduling.rutgers.edu/scheduling/religious-holiday-policy>

Participation & Attendance

Regularly attending class is important for you to do well in this class. Because of this, I will take attendance during each lecture. Every question you answer and every activity you participate in will go toward this portion of the class, so the more active you are in class, the better off you will be. **If you miss more than 3 classes during the semester, it will cost you a letter grade.**

Below is a breakdown of how I will be rating your participation in class:

1. In class, students will be asked to answer questions posed in lecture by responding to questions in class. These questions will correspond to the topics at hand, to highlight important takeaways, and serve as attendance.
2. Several of the lecture periods will include completion of a related exercise/activity. Although these exercises are not graded, they help students to utilize course concepts to give them direct, concrete experiences that are applicable to their personal and professional needs. Further, participating in these exercises will often give you the opportunity to interact with your fellow students. I try to emphasize teamwork and a collaborative, supportive work environment, and I strongly believe that learning and development should be structured to provide support and feedback not only from the instructor but also from your peers.
3. Personally, I value the diversity that students bring to the classroom. Students come from a variety of backgrounds with a wide range of knowledge, motivation, and interests. I really appreciate and enjoy hearing your viewpoints!

Bottom-line: If I don't know who you are by the mid-point of the semester, you are not doing what you should be doing as far as interactions during class.

Class Activities

Most weeks, there will be an activity or short paper that will need to be completed. These will aid in our class discussions and understanding of different topics. Citations will be required for any outside material that is utilized to complete these activities.

Peer evaluations will be done by every student both as a part of the activity grade as well as participation. Assignments will be graded both by me and by your fellow classmates. Your scores will be an average of all the scores received. Along with the scoring of your assignment, you will get a chance to grade the evaluations that are given to you. We will be using a program called Kritik to accomplish this.

Current Events

The topic can be any labor or employment story relating to an industry you are potentially interested in working in. You should create 3-4 slides and be able to talk for four to five minutes about the story.

- Presenters will share their screen with the class via WebEx to present and discuss their findings.
- Explain the basis of the story, stakeholders involved in the story, social and employment impact of the event.

This should be current (within the last 6 months) and have a verified news source to cite. Students should be prepared to answer questions and help lead a discussion about the topic.

Extra Credit

There may be opportunities throughout the semester. If so, I will make sure you are aware of them. ***Don't count on extra credit to save your grade.***

Learning Goals Met by This Course

COURSE-SPECIFIC LEARNING GOALS

Upon completion of this course, students should be able to demonstrate:

1. The fundamentals of HR functional capabilities used to select, develop, and motivate workers
2. The context and challenges of HRM and its role as a strategic function and set of practices within organizations.
3. How to calculate the value of HR practices to the organization (e.g., turnover costs, training programs, and compensation and benefits packages)
4. Analyze contemporary global issues from a multidisciplinary perspective

SMLR Learning Goals

Understanding Context - Evaluate the context of workplace issues, public policies, and management decisions

1. Analyze the degree to which forms of human difference shape a person's experience of, and perspectives on work
2. Analyze a contemporary global issue in their field from a multi-disciplinary perspective
3. Analyze issues related to business strategies, organizational structures, and work systems
4. Analyze issues of social justice related to work across local and global contexts
5. Analyze issues related to the selection, motivation, and development of talent in a global context

Application – Demonstrate an understanding of how to apply knowledge necessary for effective performance

1. Apply concepts and substantive institutional knowledge, to understanding contemporary developments related to work
2. Understand the legal, regulatory and ethical issues related to their field
3. Develop human resource management functional capabilities used to select, motivate, and develop workers
4. Understand the internal and external alignment and measurement of human resource practices

Chain of Inquiry

If you have any *course-related* questions during the semester (e.g., general questions about assignments, grading policies, exams, due dates): **First**, check the syllabus. **Second**, send an email to the course TA at ProfGreenbaumTA@gmail.com. Be sure to include the topic of your question in the subject line of the email.

NOTE: You, as a member of the class, are welcome to answer your fellow students' questions when posted on the Discussion board. In fact, you are encouraged to do so! You can all benefit from each other's knowledge and support. I will check others' responses for accuracy.

University Guidelines and Resources

Academic Honesty

The University's policy on cheating and use of copyrighted materials is enforced in this class. Students are expected to pursue knowledge with integrity. Please refer to the Academic Integrity Policy for more detail regarding these policies: <http://academicintegrity.rutgers.edu/academic-integrity-at-rutgers>

All students registered for this course are asked to sign an Academic Integrity Contract (refer to the last two pages of this syllabus). You must return a signed copy to me or the course TAs and keep a copy for yourself. This contract includes detailed explanations of behavior that constitutes plagiarism and cheating. Examples of a breach of this contract with regard to this specific course include, but are not limited to: sharing your answers or copying another student's answers on examinations; sending a fellow student who did not attend class the answers to a poll to falsely indicate their presence; copying material that is not your own without providing proper documentation. In the event that this contract is breached, the punishment can range from receiving a failing grade on the assignment, to being placed on disciplinary probation or permanent expulsion from Rutgers.

Students with Disabilities

Students requesting accommodations for disabilities should contact the Office of Disability Services to determine his/her Coordinator. The Coordinator will then provide documentation to the student. Upon review and approval, the student must then provide this documentation to the instructor. Please refer to the Office of Disability Services for Students for more detail regarding this policy:

<http://disabilityservices.rutgers.edu/>. Students may make requests for accommodations: <http://disabilityservices.rutgers.edu/request.html>

Counseling

CAPS is a comprehensive mental health resource center for the campus community. They offer a variety of high quality counseling services to Rutgers students in order to enhance both academic and personal achievement and progress. Please click on the following link to learn more about their services:

<http://rhscaps.rutgers.edu/services/counseling>

Tentative Course Schedule: The content of the course will be covered in the following sequence. Please note that **dates are tentative and subject to change** (some topics may take more time and others less time, depending on students' interests). Weekly information (Objectives, readings, etc.) will be posted in the Canvas.

Special Note. The due dates provided below are based on Eastern Daylight Time (United States). If you are living in a different time zone, please note all assignments are due by 11:59 pm (EDT) on the proposed dates. If needed, please use the following time zone converter to adjust your schedules accordingly: <http://www.timeanddate.com/worldclock/converter.html>.

TOPIC	DATES
• Syllabus/Introduction	9/1
• No Class – Labor Day	9/8
• Guest Speaker – Carlos Flores • Virtual Career Fair Prep	9/15
• Innovation & Change	9/22
• Industry Changes	9/29
• Changing World	10/6
• Organizational Culture	10/13
• Remote Work	10/20
• Automation & Analytics	10/27
• Aging in the Workforce	11/3
• Career Development	11/10
• Compensation	11/17
• Thanksgiving Holiday	11/24
• International Work	12/1
• Final Week of Classes	12/8

Academic Integrity Contract

All members of the Rutgers University community are expected to behave in an ethical and moral fashion, respecting the human dignity of all members of the community and resisting behavior that may cause danger or harm to others through violence, theft, or bigotry. All members of the Rutgers University community are expected to adhere to the civil and criminal laws of the local community, state, and nation, and to regulations promulgated by the University. All members of the Rutgers University community are expected to observe established standards of scholarship and academic freedom by respecting the intellectual property of others and by honoring the right of all students to pursue their education in an environment free from harassment and intimidation. Please see <http://studentconduct.rutgers.edu/disciplinary-processes/university-code-of-student-conduct/> for details regarding the Student Code of Conduct. Please see <https://policies.rutgers.edu/sites/default/files/10.2.13-current.pdf> for details regarding the Rutgers University Academic Integrity Policy.

Similarly, all students and faculty members of the academic community at the School of Management and Labor Relations should uphold high standards for personal conduct, ethical behavior, and professional integrity. In the area of academic integrity, students are expected to refrain from cheating, fabricating information, plagiarizing, inappropriately denying others access to material, and facilitating others in academic dishonesty. Please see <https://policies.rutgers.edu/sites/default/files/10.2.13%20-%20current.pdf> for detailed descriptions of each type of action.

Any of the following acts, when committed by a student, is an act of academic dishonesty and decreases the genuine achievements of other students and scholars. Academic dishonesty includes, but is not limited to, any of the following:

Plagiarism/False Representation of Work

- Quoting directly or paraphrasing portions of someone else's work without acknowledging the source.
- Submitting the same work, or major portions thereof, including presentations, to satisfy the requirements of more than one course without permission from the instructor.
- Using data or interpretative material for a report or presentation without acknowledging the sources or the collaborators.
- Failing to acknowledge assistance from others, such as help with research, statistical analysis, or field data collection, in a paper, examination, or project report.
- Submitting purchased materials such as a term paper as your own work.
- Copying or presenting material verbatim from any source without using quotation marks.
- Copying from any source and altering a few words to avoid exact quotation, without the appropriate documentation or by using improper documentation of the source.
- Rewording the major concept found in a source but then omitting documentation or improperly citing the source.
- Submitting as one's own any work created by someone else (e.g., paper, project, speech, video, exercise, etc.) without crediting them. Large duplication of someone else's work should be avoided unless you obtain express permission from both the instructor and originator of the work.
- Fabricating or misrepresenting data or information.
- Forging signatures.

Cheating

- Copying work on examinations.
- Acting to facilitate copying during an exam.
- Sharing answers through technology or in written or verbal form when such interactions are

prohibited.

- Using prohibited materials, such as books, notes, phones, or calculators during an examination.
- Working with another student on an assignment when such collaboration is prohibited.
- Stealing or having in one's possession without permission any materials, or property belonging to or having been generated by faculty, staff, or another student for the course.
- Willfully offering to do another student's work so they may represent it as their own.
- Assisting another student in cheating or plagiarizing.
- Doing another student's work, excluding collaborative learning assignments or joint assignments approved by the instructor.

The recommended sanction for those who cheat on an exam or plagiarize is the reduction of one letter grade and a zero on either the assignment or exam. Some infractions may result in expulsion from the University. All infractions will be reported to the Rutgers University Office of Student Conduct.

I, _____ understand the Policies on Academic Integrity and the Student Code of Conduct at Rutgers University. Furthermore, I understand the consequences of unethical behavior.

We all share a responsibility in creating an ethical environment. I resolve to uphold and support high standards for ethics and integrity at Rutgers University. If I see, hear, or observe violations of ethics and integrity I will report them to my instructor, Program Director, Department Chair, or Dean.

Student Signature: _____ Date: _____

Student Name (Please Print): _____

Rutgers University ID: _____