

COURSE SYLLABUS

HRPO 2304 (3:3:0)

Employee Relations

Business

Business Administration Department

Technical Education Division

Lauren Gregory-- Associate Professor, Business Administration

SOUTH PLAINS COLLEGE

FALL 2025

HRPO 2304.151, Fall 2025
Employee Relations
(print for quick reference)

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Instructor:	Lauren Gregory
Office:	Levelland Campus, Technology Center 206
Office Hours:	By Appointment and posted on office door
Course Address:	http://southplainscollege.blackboard.com/
Blackboard E-mail Address:	Please use the e-mail option within your Blackboard course (left hand menu)
Office Telephone:	(806) 716-2249 (FYI – BB Course Messages will have a faster response time!)

COURSE DESCRIPTION: An examination of policies, practices, and issues required to build strong employee relations. Topics include communications, employee conduct rules, performance appraisal methods, Title VII, Family Medical Leave Act, Fair Labor Standards Act, and Americans with Disabilities Act updates..

COURSE OBJECTIVES: Identify key legislation affecting the employee relations function of human resource management; and define the role of employee relations as it relates to organizational effectiveness.

HOW THIS COURSE IS CONDUCTED: This course is an online course, which means that you will access course information and respond to me and/or other students through the use of the Internet. Blackboard is used to deliver and manage this course, as well as Cengage Mind Tap. Blackboard and Cengage are software packages that are written to help manage online courses. You are encouraged to use the Blackboard course email to ask the instructor any questions you may have about the course etc.

Required Digital Access Code -
Managing Human Resources – Snell – 18th Edition
(Publisher = Cengage)

Textbook and Supplies: All that is needed for the course is a **Cengage Unlimited** Code. This will get you the access code to this class with E-Book and also the access code and E-Book for ALL Cengage textbooks you will use in other classes! If other instructors use a Cengage product in your other classes, you DO NOT need to buy anything else!!

The materials required for this course are included in Cengage Unlimited, a subscription service providing access to ALL Cengage ebooks and digital learning products. One Cengage Unlimited subscription can be used across all courses where Cengage products are assigned, at no additional cost. You can purchase access to Cengage Unlimited in the bookstore, or through my Blackboard course during the first week of class.

To access your course materials and explore Cengage Unlimited, log in to Blackboard and click on the link that says **Cengage MindTap Weekly Assignments**. When prompted, log in with your Cengage account and follow the prompts to complete the registration process.

REMINDERS FOR STUDENTS

- What to purchase: You should NOT purchase BOTH individual course materials AND a Cengage Unlimited subscription—only ONE purchase is required. Cengage Unlimited is what you need! You just need to purchase one Cengage Unlimited Access Card for all of your Cengage classes!
- Start at the bookstore: You can go to the Levelland or Lubbock Reese SPC Bookstore to purchase the Cengage Unlimited Access code. It will be a physical card, with a scratch off code. Please scratch off gently!
Or if you would like to purchase online through the SPC bookstore website (with or without using Financial Aid), go to <https://www.sp-levbookstore.com/home>

You will get free 2-week trial access! But please do buy the code before the 2-week trial period ends, as you will be locked out of the course, after the 14-day period.

LOGGING INTO COURSE: Under no circumstances are you allowed to give your User ID and/or password to anyone. If someone, besides you, is logging into this course, I will drop you immediately with an 'F', regardless of the reason.

COMPUTER REQUIREMENTS: I do not recommend any particular brand of computer. It is the responsibility of the student to make sure that they have the necessary computer resources and skills to take this class. Students are not required to purchase their own computer, but must have frequent regular access to one that meets specifications. There are computer labs available for student use on our Levelland, Lubbock Center, and Reese Center campuses.

PLEASE make sure your computer is protected with current anti-virus software and spyware removal and prevention software. Most PC's have Microsoft Office (Word, Excel, Access, PowerPoint, etc.), but if you do not have Office on your computer I would recommend using your Office 365 account (through your student e-mail at SPC) This allows you to use all programs for free, through the 'cloud'.

Check Your Internet Access

The computer you are using must be able to connect to the Internet to access the Blackboard website.

To be able to participate in this online course, a student needs to have the following abilities:

- Typing and word processing skills.
- Know basic functionality of a computer and how to do basic troubleshooting.
- Know how to connect to the Internet.
- Know basics of how the Internet works and how to search and conduct research using the Internet.
- Know how to attach and open documents in an e-mail message.
- Have basic file management skills.
- Know how to save and delete documents.

ATTENDANCE POLICY: Even though this is an online class, students still have to access the course on a regular basis. **Minimum log in for the course is at least four (4) days per week. Additionally, you should not let more than 72 hours pass without logging in.**

The Blackboard software used to manage this online course tracks student logins, tracking when and where the student has been in the course. Accessing this course on a regular basis is extremely important in order to meet the objectives of this course. Ideally, students should daily check the semester schedule, e-mail, and also check for announcements and fellow student discussions. This course is not 100% self-paced—there will be deadlines. You will feel more at ease with the materials if you stay in touch with what is going on. This course is 3 semester credit hours. For this reason, you should set aside a minimum of 6 hours per week to work on this course. One of the very first things you should do is set aside time each week to work on the class. It is very easy to put off attendance in an online course.

A STUDENT IS RESPONSIBLE FOR INITIATING THEIR OWN WITHDRAWAL

A student who stops attending and stops completing assignments, must take the responsibility of contacting the Registrar's Office to drop the class.

I do not drop students for non-attendance. It is your responsibility to initiate the drop process if you decide not to complete the course. Students who stop attending and do not complete the coursework will receive an F at the end of the semester.

PLEASE NOTE: The last day to drop this course is Thursday, December 4th, 2025

Be advised – I do not accept late work for any reason.

Late-Work and Coursework Extensions: **No** late coursework will be accepted. No extensions will be given for any coursework. There are only two exceptions to this policy.

One, you are severely ill/hospitalized. If this is the case, you must contact DeEtte Edens at dedens@southplainscollege.edu or at (806) 716-2376 and submit the required medical documentation to her. She will notify the instructor, if the illness warrants an extension.

Two, you are on a SPC sponsored event and have sent in the proper documentation to me, BEFORE the trip/event has occurred.

RESPONSE TIMES: You should expect responses from me within 48 hours to emails sent using Blackboard email. If you haven't received a response within that time, communicate to me again either through email and/or telephone. It is possible your initial communication had not been received. I will not guarantee a response to email during SPC scheduled school holidays or on weekends.

COURSE WORK EVALUATION: Semester grade will be determined using the following scale:

90-100	A
80-89	B
70-79	C
60-69	D
Below 60	F

A minimum grade of "D" is required to pass HRPO 2304 -

Your grade for this course will be based on your performance in the following areas-

- Introduction/Syllabus Summary (5%) (*submitted in Blackboard, as noted below*)
- Cengage Mind Tap Homework (45%) (*submitted in Cengage Mind Tap*)
- Exams (40%) (*submitted in Cengage Mind Tap*)
- Final Exam (10%) (*submitted in Cengage Mind Tap*)

ASSIGNMENT POLICY/MATERIALS REQUIREMENTS: It is extremely important to have read assigned online course content, the chapters in the textbook, and/or Internet readings prior to completing assignments. You should also find the resources in each

Learning Module within Blackboard for each chapter helpful. Assignments will be given throughout the semester (see calendar link in Blackboard for due dates)

All completed weekly chapter homework assignments will automatically be submitted through Cengage Mind Tap— sign on instructions for this website will be posted on Blackboard in the first week of the semester.

All assignments are due by 4:00 p.m. on the date posted on the course schedule/calendar. LATE WORK/ASSIGNMENTS WILL NOT BE ACCEPTED. Although, 1 homework grade will be dropped at the end of the semester.

Introduction Assignment (due 8/31/2025) (2.5%)

Post your introduction in the **Discussion** tool forum in Blackboard (under Course Tools to the left). In the discussion forum, post in the topic “your introduction.” In the subject line put your name—example, “John Doe’s Introduction.” Please include the following in your introduction. This assignment will be keyed in the body of the message window, please feel free to say hello to your fellow classmates if you wish, and discuss anything that you might have in common.

- Name
- Major
- Spare time activities (or if you had spare time, what would you do?)
- Favorite class so far and why
- Least favorite class so far and why
- Business or work area interests or career goals

Syllabus Summary Assignment (due 8/31/2025) (2.5%)

Submit an approximate one-page summary of this syllabus to me using the Blackboard discussion post area. The subject line of the discussion should read “Syllabus summary—Your name”. Do not include in the summary such things as my contact information, etc. that I already know. Include things you feel most important to remember during the semester. At the bottom of your summary, please state that you agree to the syllabus guidelines and put the current date by your name.

Chapter Homework Assignments (45%) --Submitted in Cengage Mind Tap

Weekly homework in Cengage will be outlined in the semester schedule, opening Sundays at 6 AM and due the following Sunday at 4:00 PM (you will have over a week to complete these assignments, remember that I do not accept late work). Please pay close attention to your semester schedule and the Cengage schedule for due dates etc.

Exams (40%)*:** There will be chapter exams covering 4-6 chapters each, over the major areas of study related to management listed under the course outline

below plus the comprehensive final exam. Each exam will be released on Sunday mornings at 6:00 AM and will close on the following Sunday at 4:00 p.m in Cengage Mind Tap. You will be able to click on the exam link and select the exam as soon as it is made available. When you begin the exam, you will have 1 hour and 15 minutes (75 minutes) to complete and submit the exam.

*** Exams will be conducted online within software called Cengage Mind Tap. (If you are not familiar with this software DO NOT WORRY! Guidelines and sign in procedures will be made clear in the first week of class. You will buy a code to take exams and homework through this website—see the textbook info. above in the syllabus if you have questions regarding this.) You do not have to come to campus to take these exams. Cengage will not allow printing of the exams when accessed. You will only be able to access the test once and you must take the test in one sitting—you will not be able to save and come back later to the test! It will be very important for you to visit the Semester Schedule in Blackboard to see when exams are scheduled. ***

Final Exam (10%) – 2 hours to complete this comprehensive exam

MAKE-UP EXAM POLICY: I do not give make-up exams or accept late exams. (I do drop your lowest regular exam grade at the end of the semester, to allow for a missed exam or low grade) The final exam will be comprehensive.

COURSE OUTLINE: These are the major areas of study that will comprise the chapters covered:

HR Mgt. In Perspective
Meeting Human Resources Requirements
Developing Effectiveness in HR
Implementing Compensation and Security
Enhancing Employee-Mgt. Relations
Expanding HR Mgt. Horizons

COMPUTER LABS: There are several computer labs with the locations, and hours of operation below. You will need to present your SPC student ID at some of these locations.

- Lubbock Center, Monday – Thursday from 8 a.m. to 7 p.m. and Friday from 8 a.m. to 4 p.m.
- Levelland Library
<https://library.southplainscollege.edu/c.php?g=1097174&p=8001389>

TECHNICAL PROBLEMS/SUPPORT: If you are having computer problems, you have to let me know. I will try to help you in any way that I can. E-mail blackboard@southplainscollege.edu is your first contact with technical problems related to the Blackboard program. I am your contact with content issues for the course. Please remember that it is your responsibility to have a backup plan if your computer goes

down. Please have this plan in place now and do not wait until it is a crisis situation. If you lose your assignments due to bad flash drives, computer crash, or your dog ate your homework, there is nothing I can do about it. THIS IS YOUR WARNING TO HAVE A BACKUP PLAN IN PLACE.

PLEASE DO NOT WAIT UNTIL THE LAST MINUTE TO TURN ASSIGNMENTS IN OR YOU MAY HAVE PROBLEMS! Remember the saying “**TECHNOLOGY HAPPENS**”! So, it is strongly recommended to work on and submit assignments early before the date due. If an assignment is due and you are not able to access the Internet because the SPC server is down (which rarely happens), you have several options available:

1. Cengage will not be affected if Blackboard is down, so go ahead and complete your work in Cengage.
 2. If you have to email me attachments and Blackboard is down, you can email them to my SPC email (only in an emergency!) at lwgregory@southplainscollege.edu
- Use these options only as a last resort. If you must use one of these options, email and call me to let me know.

Students can find the Diversity Statement, Disabilities Statement, Non-Discrimination Statement, Title IX Pregnancy Accommodations Statement, and Campus Concealed Carry Statement here: <https://www.southplainscollege.edu/syllabusstatements/>.