



MERCER
COUNTY COMMUNITY COLLEGE

COURSE OUTLINE

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| Course Number BUS 108 | Course Title Business Law II | Credits 3 |
| Hours: Lecture/Lab/Other 3/0/0 | Co- or Pre-requisite none | Implementation Semester & Year Spring 2022 |

Catalog description:

The law of agency and employment and labor-management relations. Regulation of business organizations: sole proprietorships, partnerships, and corporations. Addresses property law, bailments, personal property, intellectual property, real property, landlord-tenant relationships, wills, estates and trusts, and the evolving role/impact of the global business environment.

General Education

Category:

Not GenEd

Course coordinator:

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Required texts & Other materials:

Anderson's *Business Law and the Legal Environment*, 24th edition (Comprehensive version)
Cengage Publishers (2021) ISBN 10: 0357363744

Legal Specialty Course Notice:

This course is not a legal specialty course (LS) as designated in the college's American Bar Association (ABA) approval reports for the legal studies degree and certificate programs. This course does not constitute the teaching of law for the purpose of practicing law; in the State of New Jersey only a licensed attorney may practice law.

Course Student Learning Outcomes (SLO):

Upon successful completion of this course the student will be able to:

1. Explain the essential concepts of business law concerning employment law, labor relations and agency relationships [Supports ILG 5, 9, 11; PLO 1,3,7]
2. Explain the essential concepts of business law concerning property including real property, personal property and intellectual property [Supports ILG 5; PLO 1,2, 7]
3. Explain the essential concepts of business law concerning formation, taxation and regulation of business organizations, including sole proprietorships, partnerships, hybrid organizations and corporations [Supports ILG 5, 9; PLO 5, 6]

4. Describe the role of international law within the scope of domestic business operations and legal considerations concerning the global legal business environment. [Supports ILG 8; PLO 1,4]
5. Analyze federal and state statutes and legal doctrine governing business operations, business organizations and employment. [Supports ILG 5; PLO 2, 5]
6. Apply foundational business law concepts to practical managerial, operations and business ownership scenarios. [Supports ILG 5, 9; PLO 3, 8, 9]

Course-specific Institutional Learning Goals (ILGs):

Institutional Learning Goal 5. Social Science. Students will use social science theories and concepts to analyze human behavior and social and political institutions and to act as responsible citizens.

Institutional Learning Goal 8. Diversity and Global Perspective: Students will understand the importance of a global perspective and culturally diverse peoples

Institutional Learning Goal 9. Ethical Reasoning and Action. Students will understand ethical frameworks, issues, and situations.

Institutional Learning Goal 11. Critical Thinking: Students will use critical thinking skills understand, analyze, or apply information or solve problems.

Program Learning Outcomes (PLOs): Business Studies A.A.S. degree

1. Use effective verbal and written communication in conducting business;
2. Analyze/resolve problems common to entry-level business positions;
3. Apply management skills in a variety of business functions;
4. Comprehend how the global economy and international events affect domestic and international business decisions;
5. Understand basic accounting statements and their role in managing a business;
6. Identify unethical behavior in a business setting and formulate appropriate action;
7. Understand, analyze, and discuss current economic events and problems;
8. Acquire computer literacy and exposure to hardware, software, networking, databases, and ethical issues;
9. Apply financial concepts and tools to achieve personal goals.

Units of study in detail – Unit Student Learning Outcomes:

Unit I: Agency Law

[Supports SLO 1, 6]

Students will:

- Explain foundational principles of the agency relationship and vicarious liability principles.
- Apply business entity theory to matters concerning business organizations.
- Describe the legal doctrine of respondeat superior, as applied to employer liability.
- Explain the essential differences between independent contractors and employees.
- Identify authority concepts and each party's responsibilities within an agency relationship, including actual and apparent authority.

Unit II Labor Relations & Employment Law

[Supports SLO 1, 4, 6]

Students will:

- Describe key concepts affecting labor relations

- Analyze hypothetical business law scenarios and apply labor law principles to the issues presented.
- Describe the role of unions within the workplace and legal protections for union workers.
- Define and describe the key federal and state statutes concerning labor relations.
- Appraise case law and practical business scenarios within the scope of labor relations.
- Describe workplace discrimination concepts and employer responsibilities.
- Analyze federal and state laws concerning workplace discrimination and discrimination in a business setting.
- Describe the role of international law in relation to domestic business operations and employment law.

Unit III Business Organizations

[Supports SLO 3, 6]

Students will:

- Define the common types of business organizations including sole proprietorships, LLCs, LLPs, LLLP, partnerships and corporations.
- Discuss legal doctrine and principles including business entity theory, corporate social responsibility and related concepts.
- Explain corporate structure, formation and rules affecting corporate status.
- Identify instances that may give rise to piercing the corporate veil and matters impacting shareholders and owners.
- Appraise select business structures within the context of practical start-up and entrepreneurial matters.
- Describe key corporate law concepts including types of corporations, corporate dissolution and re-organization matters.
- Describe the role of international law in relation to business organizations.
- Analyze case law and scenarios affecting business organizations.
- Appraise structural benefits and burdens of business organizations and the common considerations employed by the initiators of a new business..

Unit IV Property Law Pt. I: Intellectual Property and Personal Property

[Supports SLO 2, 6]

Students will:

- Describe types of intellectual property, including trademarks, trade secrets, copy rights and patents
- Describe international law concepts affecting intellectual property law and protections
- Describe the reasons that businesses use and license intellectual property
- Explain the role and rights associated with intellectual property ownership
- Recognize the differences between real property, intellectual property and personal property
- Discuss rules affecting personal property that is stolen, mislaid or lost
- Explain the rules of personal property within the scope of business law

Unit V Property Law Pt. II: Real Property & Landlord-Tenant Relationships

[Supports SLO 2, 6]

Students will:

- Describe the principles of real property.
- Describe the rights and responsibilities for owners of real property including matters impacting liability/ eminent domain and right to use property.
- Explain issues concerning real property within the scope of business law.

- Assess matters concerning premises liability, including responsibilities to business invitees and licensees.
- Define and explain the landlord-tenant relationship.
- Recognize the role of jurisdiction and varying laws impacting landlord-tenant policies and procedures.
- Determine established solutions for landlord-tenant disputes.
- Apply business law concepts to matters affecting commercial and residential property.

Evaluation of student learning:

Student learning will be assessed using:

- **Unit Tests** to assess objective business law concepts
- **Quizzes** (essay and multiple choice based) to assess critical thinking and analysis of abstract business law concepts
- **Business Law Analysis Assignments** to assess the application of law to practical business, compliance and managerial issues
- **Discussions** (in class or online via discussion boards) to foster discussion of key concepts