

LABOR AND INDUSTRIAL RELATIONS **LIR**

School of Labor and Industrial Relations
College of Social Science

- 801 Trade Union History, Structure, and Administration**
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
History of American unions. Theories of unionism. Union structure, government and democracy. Role of unions in society and politics. Legal requirements of unions. Current union problems.
- 809 Labor Markets**
Fall, Spring. 3(3-0) RB: EC 201 R: Open only to master's students in the Labor Relations and Human Resources major and doctoral students in the Industrial Relations and Human Resources major.
Labor market structures and dynamics. Factors affecting work, wages, and occupational choices. Public and private policies on human resource development and utilization. Designed for human resource practitioners.
- 811 Training and Development**
Fall, Spring. 3(3-0) R: Open only to graduate students in the Labor Relations and Human Resources major and doctoral students in the Industrial Relations and Human Resources major.
Analyze and experience critical issues in the design and administration of employee training and development.
- 823 Organizational Behavior in Labor and Industrial Relations**
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Application of behavioral science knowledge at micro- and macro- levels to enhance individual, group and organizational functioning in industrial relations settings.
- 824 Human Resource Strategies and Decisions**
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Human resource planning, equal employment opportunity, staffing, training and development. Compensation and benefits. Workforce diversity and organizational development.
- 825 Compensation and Benefits Systems**
Fall, Spring. 3(3-0) P:M: (LIR 824) R: Open only to master's students in the School of Labor and Industrial Relations and doctoral students in the Industrial Relations and Human Resources major.
Theory and practice relating organizational characteristics to compensation-system strategy, design, and administration. Job evaluation, pay surveys, pay structure, pay administration, group incentives, and benefits.

- 826 Organizational Development and Planned Change**
Fall, Spring. 3(3-0) P:M: (LIR 823) R: Open only to students in the School of Labor and Industrial Relations.
Application of general systems and organizational behavior theories to the problems of organizational change and development in labor and industrial relations. Roles of leadership and change agents.
- 827 High Performance Work Systems**
Spring. 3(3-0) P:M: (LIR 823) R: Open to graduate students in the Labor Relations and Human Resources major and doctoral students in the Industrial Relations and Human Resources major or approval of school.
How work innovations relate to employee empowerment initiatives, organizational processes and performance. Innovations from the perspectives of human resource management, socio-technical systems and labor-management relations. American and international applications.
- 828 Human Resource Information Systems**
Fall, Spring. 3(3-0) P:M: (LIR 824) R: Open only to master's students in the School of Labor and Industrial Relations and doctoral students in the Industrial Relations and Human Resources major.
Information requirements for human resource decisions. Methods of appraising software. Role of human resource specialists in database development and operation.
- 832 Data Sources in Labor and Industrial Relations**
Fall, Spring. 3(3-0) R: Approval of department.
Evaluation, use, and interpretation of data on industrial relations and human resources. Methods of presentation and report writing. Applications of index numbers, seasonal adjustments, and multiple regression.
- 854 Comparative Industrial Relations and Human Resources Systems**
Spring. 3(3-0) P:M: (LIR 801 or LIR 858 or LIR 863) R: Open only to master's students in the School of Labor and Industrial Relations and doctoral students in the Industrial Relations and Human Resources major.
Analysis of human resource practices and labor relations in different nations. Comparison of industrialized market economies and workplace practices. Analysis of selected current comparative human resource and industrial relations problems.
- 855 Labor and Management Relations**
Spring. 2(2-0) Interdepartmental with Executive MBA Program. Administered by Executive MBA Program. R: Open only to students in the Executive M.B.A. Program. SA: MGT 855
Industrial relations in American union and management collective bargaining. Compensation issues. Grievance concepts and arbitration. Dispute resolution.
- 858 Collective Bargaining**
Fall, Summer. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Theory and practice of collective bargaining. Wages, benefits, seniority, grievances, arbitration, and labor-management committees. Legal, economic, technological, and historical contexts.

- 860 Negotiation and Conflict Resolution**
Fall, Spring. 3(3-0) P:M: (LIR 823 or LIR 858) R: Open only to master's students in the School of Labor and Industrial Relations and doctoral students in the Industrial Relations and Human Resources major.
Negotiation and conflict resolution in employment settings. Use of experiential simulations to develop bargaining styles and interpersonal process skills.
- 863 Law of Labor Management Relations**
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Legal framework for contract negotiations and administration. National Labor Relations Act as amended. Right to organize and undertake concerted activity. Strikes and lockouts. Unfair labor practices.
- 865 Arbitration and Alternate Dispute Resolution**
Spring. 3(3-0) RB: LIR 858 or LIR 863 R: Open only to students in the School of Labor and Industrial Relations.
Grievance procedure and arbitration as the terminal step in the grievance process under collective bargaining. Grievance procedures in non-union employment settings.
- 868 Employment Law**
Fall, Spring. 3(3-0) R: Open only to students in the School of Labor and Industrial Relations.
Federal law, government policies, and legal principles regarding equal employment opportunity, occupational illnesses and injuries, right to privacy, employment at will, drug and alcohol screening.
- 890 Independent Study in Labor Relations and Human Resources**
Fall, Spring, Summer. 1 to 3 credits. A student may earn a maximum of 3 credits in all enrollments for this course. RB: 15 credits in Labor and Industrial Relations. R: Open only to students in the School of Labor and Industrial Relations.
Individual readings under faculty guidance.
- 891 Special Topics in Labor Relations and Human Resources**
Fall. 3(3-0) A student may earn a maximum of 15 credits in all enrollments for this course. R: Open only to students in the School of Labor and Industrial Relations.
Special topics in collective bargaining, human resources, employment, and training.
- 899 Master's Thesis Research**
Fall, Spring, Summer. 0(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: 9 graduate credits. R: Open only to students in the School of Labor and Industrial Relations.
Master's thesis research.
- 990 Independent Study in Labor Relations and Human Resources**
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. RB: 15 credits in Labor and Industrial Relations courses. R: Open only to Ph.D. students in the School of Labor and Industrial Relations.
Individual readings under faculty guidance for doctoral students.

Labor and Industrial Relations—LIR

992A Seminar in Organizational Behavior and Human Resources

Fall of odd years. 3(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: LIR 823 and LIR 824 R: Open only to students in the School of Labor and Industrial Relations.

Research and policy analysis of selected topics in organizational behavior and human resources in labor and industrial relations.

992B Employment Relations Theory and Research

Fall of odd years. 3(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: LIR 801 and LIR 858 R: Open only to students in the School of Labor and Industrial Relations.

Research and policy analysis of selected topics in collective bargaining and labor unions.