

HUMAN RESOURCES AND LABOR RELATIONS

HRLR

**School of Human Resources and Labor Relations
College of Social Science**

- 289 Navigating the World of Work**
Summer. 3(3-0)
Work and employment in the changing economy from the employer and employee perspectives. Navigating the employment experience and making strategic career decisions.
- 809 Economics of Human Resources**
Fall, Spring. 3(3-0) RB: EC 201 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 809
Labor market behavior, structures, factors of supply and demand, and labor market analysis as related to human resources.
- 813 Organizational Behavior for Human Resources and Labor Relations**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 823
Behavioral science knowledge at micro- and macro-levels. Individual, group and organizational functioning in human resources and labor relations settings.
- 816 Organizational Development and Change**
Fall, Spring. 3(3-0) P: HRLR 813 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 826
General systems and organizational behavior theories in organizational development and change.
- 817 High Performance Work Systems**
Spring. 3(3-0) P: HRLR 813 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 827
HR practices, employee empowerment initiatives, organizational processes, and work structures, maximize innovation, flexibility and employee commitment. Human resource management, socio-technical systems, labor-management relations, U.S. and international perspectives on high performance work systems.
- 818 Leadership**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
Leadership theories relevant to human resources.
- 819 Negotiation and Conflict Resolution**
Fall, Spring. 3(3-0) P: HRLR 813 or HRLR 858 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 860
Negotiation and conflict resolution in the employment relationship. Use of experiential simulations to develop bargaining styles and interpersonal process skills.

- 820 Human Resource Practices and Decisions**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 824
Human resource strategy, planning, staffing, performance management, training and development, rewards, safety and health. Functions of human resources at the strategic, managerial and operational levels of the organization.
- 821 Talent Acquisition and Deployment**
Fall, Spring. 3(3-0) P: HRLR 820 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
Process by which organizations acquire, retain and deploy the organization's workforce. Planning, recruiting, selecting, placing, managing turnover and evaluation.
- 822 Training and Development**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 811
Human resource training and development. Design, administration needs assessment, delivery, evaluation.
- 825 Compensation**
Fall, Spring. 3(3-0) P: HRLR 820 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 825
Concepts, principles, theories, tools and techniques in the design and administration of employee compensation systems. Strategic, managerial, and operational considerations and roles in compensation system design.
- 828 Human Resource Information Systems**
Fall, Spring. 3(3-0) P: HRLR 820 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 828
Technical, and functional aspects of human resource information systems. Database management, systems analysis and design, implementation, e-HR, and evaluation.
- 829 Foundations of Employee Benefits**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
Design and administration of employee benefit plans.
- 832 Quantitative Methods for Human Resources Analyses**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 832
Evaluation, use, and interpretation of data for human resources and labor relations. Multivariate statistical analysis techniques and application to organizational situations.
- 854 Comparative Employment Relations**
Fall, Spring. 3(3-0) P: HRLR 858 or HRLR 863 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 854
Institutional networks of industrial relations and human resource systems in various countries.
- 855 International Human Resources**
Fall, Spring. 3(3-0) P: HRLR 820 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
Role and functions of human resources in global organizations.
- 858 Collective Bargaining**
Fall, Summer. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 858
Theory and practice of collective bargaining. Wages, benefits, seniority, grievances, arbitration, and labor-management committees. Legal, economic, technological, and historical contexts.
- 859 Study Abroad in Human Resources and Labor Relations**
Summer. 3(3-0) Summer: Abroad. P: HRLR 854 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
International dimensions of human resources and labor relations.
- 863 Labor Law**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 863
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 Grievance Administration and Arbitration**
Spring. 3(3-0) RB: (HRLR 858 or HRLR 863) or LIR 858 or LIR 863 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 865
Grievance procedure and arbitration as the terminal step in the grievance process under collective bargaining, grievance procedures in union and non-union employment settings.
- 868 Employment Law**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 868
Legal regulation of the relationship between and employers and individual employees. Concepts, legislation, and application of human resource law.
- 869 International Employment and Labor Law**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
Legal systems in different countries. Process of adjudication and legal reasoning. International standards and practice in human resources and labor relations.
- 871 Human Resource and Firm Performance**
Fall, Spring. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891
Foundations of investments in human resources and effects on firm performance.

Human Resources and Labor Relations—HRLR

872 Human Resources Strategy

Fall, Spring. 3(3-0) P: HRLR 820 R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891

Human resources as a source of competitive advantage. Role of human resource systems and functions in implementing organizational strategy.

890 Independent Study in Human Resources and Labor Relations

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 Human Resource and Labor Relations. R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 890

Individual readings under faculty guidance.

891 Special Topics in Human Resources and Labor Relations

Fall. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 891

Special topics in collective bargaining, human resources, employment, and training.

899 Master's Thesis Research

Fall, Spring, Summer. 3 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. RB: 9 graduate credits. R: Open to students in the School of Human Resources and Labor Relations. Approval of school. SA: LIR 899

Master's thesis research.

990 Independent Study in Human Resources and Labor Relations

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 Human Resources and Labor Relations courses. R: Open to doctoral students in the School of Human Resources and Labor Relations. Approval of school. SA: LIR 990

Individual readings under faculty guidance for doctoral students.

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 to graduate students in the School of Human Resources and Labor Relations. Approval of school. SA: LIR 992A

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

999 Doctoral Dissertation Research

Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 24 credits in all enrollments for this course. R: Open to doctoral students or approval of school.

Doctoral dissertation research.