HUMAN RESOURCES AND LABOR RELATIONS

School of Human Resources and Labor Relations
College of Social Science

211 Introduction to Organizational Leadership
Fall, Spring. 3(3-0) R: Open to undergraduate students in the College of Social Science or approval of school.
Leadership theories and research. Sources of power. Influence tactics.

212 Career Management
Fall, Spring, Summer. 3(3-0) R: Open to undergraduate students in the College of Social Science or approval of school.
Career development. Career self-assessment, occupational opportunities, changing global world of work, social networking, written communication, job interviews, the first job, career planning and decision making.

289 Navigating the World of Work
Summer. 3(3-0)
Changing workplace and career management after college. Current business strategies, pay and benefits, labor relations, emerging career trends, and management of work and family.

311 Applied Organizational Leadership
Fall, Spring. 3(3-0) P: HRLR 211
Leadership skill development. Strategic choices for organizations.

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.

HRLR—Human Resources and Labor Relations

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.
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.
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. 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 856 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.
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

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
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.
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.
Foundations of investments in human resources and effects on firm performance.

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.
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. R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school.
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 15 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.
Special topics in collective bargaining, human resources, employment, and training.

992A  Research Perspectives in Human Resource Management
Spring. 3(3-0) RB: HRLR 991A R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school.
Research and policy analysis of selected topics in human resource management.

992B  Research Perspectives in Labor and Employment Relations
Spring. 3(3-0) RB: HRLR 991B R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school.
Research and policy analysis of selected topics in labor and employment relations.

993  Research Methods for Human Resources and Labor Relations
Fall. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school.
Methods for empirical research in the areas of Human Resources and Labor and Employment Relations.

999  Doctoral Dissertation Research
Fall, Spring, Summer. 1 to 6 credits. A student may earn a maximum of 36 credits in all enrollments for this course. R: Open to doctoral students or approval of school.
Doctoral dissertation research.