

**HUMAN RESOURCES
AND LABOR
RELATIONS**

HRLR

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

201 Human Capital and Society
Fall, Spring, Summer. 3(3-0)

Human capital and society from cultural, organizational, and worker perspectives. Interdisciplinary and professional aspects of human resources and labor relations.

211 Introduction to Organizational Leadership
Fall, Spring. 3(3-0)

Leadership theories and research. Sources of power. Influence tactics.

212 Career Management
Summer. 3(3-0)

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.

313 Employment Relations

Spring. 3(3-0) P: HRLR 201 or concurrently
Labor relations, collective bargaining involving unions, dispute resolution, and arbitration.

314 Legal Environment of Work
Fall. 3(3-0) P: HRLR 201 or concurrently

Legal rights of workers and responsibilities of employers affecting safety, nondiscrimination, wages, hours & benefits, collective action and unionization.

315 Research Methods and Analysis
Fall. 3(3-0) P: STT 200 or STT 201

Social science research methodology and analysis techniques as applied to human capital issues.

401 Income Inequality

Spring. 3(3-0) P: HRLR 201
Explanations for income inequality, including disparities based on gender, race and class. Solutions for income inequality.

410 Voice and Democracy at Work
Spring. 3(3-0) P: HRLR 201

Collective action by workers. Worker voice and democracy within and outside of work organizations. Historical and current examples.

414 Legal Standards in a Global Workplace
Spring. 3(3-0) P: (HRLR 201 or concurrently) and (HRLR 314 or concurrently)

Workers' rights as human rights in developed and developing countries. Private, national, and international standards.

465 Capstone in Human Capital and Society
Fall, Spring. 3(3-0) P: (HRLR 201 and HRLR 315 and HRLR 313 and HRLR 314 and (HRLR 410 or concurrently)) and completion of Tier I writing requirement

Comparative and international employment relations. Contemporary labor market trends and issues. High performance work systems and organizational effectiveness. Diverse stakeholders and worker outcomes.

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

History, evolution, and approaches to design and implement effective High Performance Work Systems across diverse organizational environments.

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.

Human Resources and Labor Relations—HRLR

- 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.
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.
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. 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 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.
- 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.
- 991A Theoretical Perspectives in Human Resource Management**
Fall. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school.
Theoretical perspectives and foundations for human resource management
- 991B Theoretical Perspectives in Labor and Employment Relations**
Fall. 3(3-0) A student may earn a maximum of 6 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.
Theoretical perspectives and foundations for labor and employment relations.
- 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. SA: LIR 992A
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. SA: LIR 992B
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.