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.

Introduction to Organizational Leadership
Fall, Spring. 3(3-0)
Leadership theories and research. Sources of power, influence tactics.

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.

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

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

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.

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.

Economics of Human Capital
Fall. 3(3-0) P: EC 201
Economic and strategic aspects of human capital analysis and development in organizations.

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.

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.

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.

Comparative Human Capital Systems
Fall. 3(3-0) P: HRLR 313 and (HRLR 201 or concurrently)
Institutional networks and practices in human capital systems in selected countries. Labor and employment laws, employment relations, and human resources practices.

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.

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 829
Labor market behavior, structures, factors of supply and demand, and labor market analysis as related to human resources.

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.

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.

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.

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 828
Leadership theories relevant to human resources.

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.

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.

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 825
Process by which organizations acquire, retain and deploy the organization’s workforce. Planning, recruiting, selecting, placing, managing turnover and evaluation.

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.

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.

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.

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) P: Abroad. 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(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.

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. 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. SA: LIR 891 Special topics in collective bargaining, human resources, employment, and training.

899 Master's Thesis Research
Fall, Spring. 3 to 6 credits. A student may earn a maximum of 6 credits in all enrollments for this course. SA: LIR 899 Master's thesis research.

900 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. SA: LIR 900 Individual readings under faculty guidance for doctoral students.

91A Theoretical Perspectives in Human Resource Management
Fall, Spring. 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.

91B Theoretical Perspectives in Labor and Employment Relations
Fall. 3(0) A student may earn a maximum of 6 credits in all enrollments for this course. SA: LIR 91B Theoretical perspectives and foundations for labor and employment relations.

92A Research Perspectives in Human Resource Management
Spring. 3(0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 92A Research and policy analysis of selected topics in human resource management.