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.

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 and benefits, collective action and unionization.

315 Research Methods and Analysis
Fall, Spring. 3(3-0) P: STT 200 or STT 201
Social science research methodology and analysis techniques as applied to human capital issues.

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

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
Fall, Spring. 3(3-0) P: HRLR 313 or HRLR 314
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.

420 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 resource practices.

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.

494 Undergraduate Research 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))
Faculty-guided undergraduate research in disciplines encompassed in human capital and society.

809 Economics of Human Resources
Fall, Spring. 3(3-0) RB: EC 201 R: Open to undergraduate 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.

814 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.

819 Negotiation and Conflict Resolution
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
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, and managing turnover and evaluation.

822 Training and Development
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.

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
Spring. 3(3-0) P: HRLR 858 or HRLR 865 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.
Role and functions of human resources in global organizations.

**Collective Bargaining**
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 858

Theory and practice of collective bargaining, wages, benefits, seniority, grievances, arbitration, and labor-management committees. Legal, economic, technological, and historical contexts.

**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.

**Labor Law**
Fall. 3(3-0) R: Open to graduate students in the School of Human Resources and Labor Relations or approval of school. SA: LIR 863


**Grievance Administration and Arbitration**
Spring. 3(3-0) RB: (HRLR 858 or HRLR 865) 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.

**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


**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 871

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

**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.

**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.

**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.

**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.

**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.

**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.

**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.

**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.