

# LABOR AND INDUSTRIAL RELATIONS

LIR

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

### 809 Labor Markets

Fall, Spring. 3(3-0) RB: EC 201 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Labor market structures and dynamics. Factors affecting work, wages, and occupational choices. Public and private policies on human resource development and utilization. Designed for human resource practitioners.

### 811 Training and Development

Fall, Spring. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Analyze and experience critical issues in the design and administration of employee training and development.

### 823 Organizational Behavior in Labor and Industrial Relations

Fall, Spring. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Application of behavioral science knowledge at micro- and macro- levels to enhance individual, group and organizational functioning in industrial relations settings.

### 824 Human Resource Strategies and Decisions

Fall, Spring. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Human resource planning, equal employment opportunity, staffing, training and development. Compensation and benefits. Workforce diversity and organizational development.

### 825 Compensation and Benefits Systems

Fall, Spring. 3(3-0) P: LIR 824 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Theory and practice relating organizational characteristics to compensation-system strategy, design, and administration. Job evaluation, pay surveys, pay structure, pay administration, group incentives, and benefits.

### 826 Organizational Development and Planned Change

Fall, Spring. 3(3-0) P: LIR 823 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Application of general systems and organizational behavior theories to the problems of organizational change and development in labor and industrial relations. Roles of leadership and change agents.

### 827 High Performance Work Systems

Spring. 3(3-0) P: LIR 823 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

How work innovations relate to employee empowerment initiatives, organizational processes and performance. Innovations from the perspectives of human resource management, socio-technical systems and labor-management relations. American and international applications.

### 828 Human Resource Information Systems

Fall, Spring. 3(3-0) P: LIR 824 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Information requirements for human resource decisions. Methods of appraising software. Role of human resource specialists in database development and operation.

### 832 Data Sources in Labor and Industrial Relations

Fall, Spring. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Evaluation, use, and interpretation of data on industrial relations and human resources. Methods of presentation and report writing. Applications of index numbers, seasonal adjustments, and multiple regression.

### 854 Comparative Industrial Relations and Human Resources Systems

Spring. 3(3-0) P: LIR 858 or LIR 863 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Analysis of human resource practices and labor relations in different nations. Comparison of industrialized market economies and workplace practices. Analysis of selected current comparative human resource and industrial relations problems.

### 858 Collective Bargaining

Fall, Summer. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

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

### 860 Negotiation and Conflict Resolution

Fall, Spring. 3(3-0) P: LIR 823 or LIR 858 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Negotiation and conflict resolution in employment settings. Use of experiential simulations to develop bargaining styles and interpersonal process skills.

### 863 Law of Labor Management Relations

Fall, Spring. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

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 Arbitration and Alternate Dispute Resolution

Spring. 3(3-0) RB: LIR 858 or LIR 863 R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Grievance procedure and arbitration as the terminal step in the grievance process under collective bargaining. Grievance procedures in non-union employment settings.

### 868 Employment Law

Fall, Spring. 3(3-0) R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Federal law, government policies, and legal principles regarding equal employment opportunity, occupational illnesses and injuries, right to privacy, employment at will, drug and alcohol screening.

### 890 Independent Study in Labor Relations and Human Resources

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 Labor and Industrial Relations. R: Open to graduate students in the School of Labor and Industrial Relations or approval of school.

Individual readings under faculty guidance.

### 891 Special Topics in Labor Relations and Human Resources

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 Labor and Industrial Relations or approval of school.

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

### 899 Master's Thesis Research

Fall, Spring, Summer. 0(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: 9 graduate credits. R: Open only to students in the School of Labor and Industrial Relations.

Master's thesis research.

### 990 Independent Study in Labor Relations and Human Resources

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 Labor and Industrial Relations courses. R: Open only to Ph.D. students in the School of Labor and Industrial Relations.

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 only to students in the School of Labor and Industrial Relations.

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

### 992B Employment Relations Theory and Research

Fall of odd years. 3(3-0) A student may earn a maximum of 6 credits in all enrollments for this course. RB: LIR 801 and LIR 858 R: Open only to students in the School of Labor and Industrial Relations.

Research and policy analysis of selected topics in collective bargaining and labor unions.