

**HUMAN RESOURCES AND LABOR RELATIONS**

**HRLR**

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

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

- 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 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.

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- 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.