

Student Curriculum Explanation and Student Planning Form

The Master of Human Resources and Labor Relations program is comprised of 12 courses and 36 credits. There are 7 core knowledge areas in which students can choose a course per section or more than one course when a foundational course (required) is also present. **The following courses are required within the first 18 credits a student takes in the program: HRLR 820, HRLR 832 and one 'Strategy and Firm Performance' course.** These courses are considered "foundational courses" which are deemed by the Academic Faculty to be so essential to all students' learning in the program that all students will be required to take the courses (unless they can demonstrate that they have successfully completed equivalent courses). A course may be a prerequisite for one or more other courses and not be deemed a foundational course. The Academic Associate Director may grant exceptions to this requirement, but only when application of the requirement will result in an undue hardship that is not attributable to the student's own oversight or neglect in failing to take available course offerings. There is also a student planning form that is to be used by the students when planning or recording completed courses. Please bring this form to your advising appointments when discussing your curriculum.

1. Human Resource Management

- Human Resource Practices and Decisions (HRLR 820)
- Compensation (HRLR 825)
- HR Information Systems (HRLR 828)
- Training and Development (HRLR 822)
- Foundation of Employee Benefits (HRLR 829)
- Talent Acquisition and Deployment (HRLR 821)

2. Strategy and Firm Performance

- Human Resources & Firm Performance (HRLR 871)
- Human Resource Strategy (HRLR 872)

3. International HR & LR

- International & Comparative HR & LR (HRLR 854)
- International HR (HRLR 855)
- Study Abroad (HRLR 891)

4. Organizational Change Leadership

- Organizational Behavior for Management of HR (HRLR 813)
- Organizational Development & Planned Change (HRLR 816)
- High Performance Work Systems (HRLR 817)
- Negotiations & Conflict Resolution (HRLR 819)
- Leadership (HRLR 818)

5. Workplace Law

- Employment Law (HRLR 868)
- Labor Law (HRLR 863)
- International Employment & Labor Law (HRLR 869)

6. Labor Relations

- Collective Bargaining (HRLR 858)
- Grievance Administration & Arbitration (HRLR 865)

7. Analytical Skills for HR & LR

- Economics of Human Resources (HRLR 809)
- Quantitative Methods for HR Analyses (HRLR 832)

Student Planning Form

1. **Human Resource Management:** Two courses from this section are required for the program. HRLR 820 is a required foundational course and has been chosen for you. Please choose one course in addition to HRLR 820 as required by the program. You may also choose the other courses for your electives as well.

Course #	Course Name	Credits	Selection	Semester
HRLR 820	HR Practices & Decisions (Required)	3	x	
HRLR 825	Compensation	3		
HRLR 828	HR Information Systems	3		
HRLR 822	Training and Development	3		
HRLR 821	Talent & Acquisition Deployment	3		
HRLR 829	Foundation of Employee Benefits	3		

Credits Required=6 Elective Credits=___ Total Section Credits=___

2. **Strategy and Firm Performance:** Please choose one course as required for the program. You may also choose the other course for electives as well.

Course #	Course Name	Credits	Selection	Semester
HRLR 871	Human Resources & Firm Performance	3		
HRLR 872	Human Resource Strategy	3		

Credits Required=3 Elective Credits=___ Total Section Credits=___

3. **International HR & LR:** Please choose one course as required for the program. You may also choose the other courses for electives as well.

Course #	Course Name	Credits	Selection	Semester
HRLR 854	Comparative Employment Relations	3		
HRLR 855	International HR	3		
HRLR 891	Study Abroad	3		

Credits Required=3 Elective Credits=___ Total Section Credits=___

4. **Organizational Change Theory and Practice:** Please choose one course as required for the program. HRLR 813 is a required foundational course and has been chosen for you. You may also choose the other courses for electives as well.

Course #	Course Name	Credits	Selection	Semester
HRLR 813	Organizational Behavior for HR/LR	3	x	
HRLR 816	Organizational Development & Change Management	3		
HRLR 817	High Performance Work Systems	3		
HRLR 819	Negotiations & Conflict Resolution	3		
HRLR 818	Leadership	3		

Credits Required=3 Elective Credits=___ Total Section Credits=___

5. **Workplace Law:** Please choose one course as required for the program. You may also choose the other course for electives as well.

Course #	Course Name	Credits	Selection	Semester
HRLR 863	Labor Law	3		
HRLR 868	Employment Law	3		
HRLR 869	International Employment Law	3		

Credits Required=3 Elective Credits=___ Total Section Credits=___

6. **Labor Relations:** Please choose one course as required for the program. HRLR 858 is a required foundational course and has been chosen for you. You may also choose the other courses for electives as well.

Course #	Course Name	Credits	Selection	Semester
HRLR 858	Collective Bargaining	3	x	
HRLR 865	Grievance Administration & Arbitration	3		

Credits Required=3 Elective Credits=___ Total Section Credits=___

7. **Analytical Skills for HR & LR:** These courses are both foundational courses and have been chosen for you.

Course #	Course Name	Credits	Selection	Semester
HRLR 809	Economics of HR	3	x	
HRLR 832	Quantitative Methods for HR Analyses	3	x	

Credits Required=6 Total Section Credits=6

Revised: October 2012

MHRLR Program= 36 Credits

Total Section Credits

Human Resource Management	___
Strategy & Firm Performance	___
International HR & LR	___
Organizational Change Leadership	___
Workplace Law	___
Labor Relations	___
Analytical Skills for HR & LR	___
NON-HRLR Approved Courses	___
HRLR Independent Study	___
Total Credits:	___