



### **Student Curriculum Explanation and Student Planning Form**

The Master of Human Resources and Labor Relations program is comprised of 12 courses, 36 credits. Of the 12 courses, 5 courses are required for all students - HRLR 820, HRLR 813, HRLR 858, HRLR 809 and HRLR 832. There are 4 remaining courses that are required, but these can be chosen from the courses listed in the core area - one additional course from core area 1 (Human Resource Management); one course from core area 2 (Strategy and Firm Performance); one course from core area 3 (International HR & LR); and one course from core area 5 (Workplace Law). This leaves 3 courses that can be taken in any of the 8 core areas that are listed. These courses are considered electives. You may also take approved courses outside of the HRLR curriculum. **HRLR 820, HRLR 832, and one Strategy and Firm Performance course (either HRLR 871 or 872) must be taken within the first 18 credits.**

Please bring this form to your advising appointments with Cheryl Mollitor.

#### **1. Human Resource Management**

- Human Resource Practices and Decisions (HRLR 820)
- Talent Acquisition and Deployment (HRLR 821)
- Training and Development (HRLR 822)
- Compensation (HRLR 825)

#### **2. Strategy and Firm Performance**

- Human Resources & Firm Performance (HRLR 871)
- Human Resource Strategy (HRLR 872) (**prerequisite: HRLR 820**)

#### **3. International HR & LR**

- International & Comparative HR & LR (HRLR 854) (**prerequisite: HRLR 858 or 863**)
- International HR (HRLR 855) (**prerequisite: HRLR 820**)
- Study Abroad (HRLR 859) (**possible prerequisite required**)

#### **4. Organizational Change Leadership**

- Organizational Behavior for Management of HR (HRLR 813)
- Organizational Development & Planned Change (HRLR 816) (**prerequisite: HRLR 813**)
- Leadership (HRLR 818)
- Negotiations & Conflict Resolution (HRLR 819) (**prerequisite: HRLR 813**)

#### **5. Workplace Law and Policies**

- Labor Law (HRLR 863)
- Employment Law (HRLR 868)

#### **6. Labor Relations**

- Collective Bargaining (HRLR 858)

#### **7. Analytical Skills for HR & LR**

- Economics of Human Resources (HRLR 809)
- Quantitative Methods for HR Analyses (HRLR 832)
- HR Analytics (HRLR 891) (**prerequisite: HRLR 832**)

#### **8. Independent Study in HR/LR or Approved non-HRLR Courses**

- Independent Study in HR/LR (HRLR 899)
- Career Counseling\* (CEP 864)
- Adult Learning\* (EAD 861)
- Adult Career Development\* (EAD 864)
- International Management\* (MGT 804)
- Managerial Comm Strategy & Tactics\* (MBA 816) (1.5 credits)
- Designing and Delivering Impactful Business Presentations\* (MBA 817) (1.5 credits)
- Project Management\* (ACC 822)

**\*: With approval from offering department**

## 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.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 820	HR Practices & Decisions	3		
HRLR 821	Talent & Acquisition Deployment	3		
HRLR 822	Training and Development	3		
HRLR 825	Compensation	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.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 871	Human Resources & Firm Performance	3		
HRLR 872	Human Resource Strategy (prereq: HRLR 820)	3		

Credits Required=3 Elective Credits=\_\_\_ Total Section Credits=\_\_\_

3. **International HR & LR** One course is required from this section for the program. The one required course must be either HRLR 854 or HRLR 855. You may also choose the other courses for electives as well.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 854	Comparative Employment Relations (prereq: HRLR 858 or 863)	3		
HRLR 855	International HR (prereq: HRLR 820)	3		
HRLR 859	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.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 813	Organizational Behavior for HR/LR	3		
HRLR 816	Organizational Development & Change Management (prereq: HRLR 813)	3		
HRLR 818	Leadership	3		
HRLR 819	Negotiations & Conflict Resolution (prereq: HRLR 813)	3		

Credits Required=3 Elective Credits=\_\_\_ Total Section Credits=\_\_\_

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

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 863	Labor Law	3		
HRLR 868	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.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 858	Collective Bargaining	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.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 809	Economics of HR (prereq: undergrad micro-economics)	3		
HRLR 832	Quantitative Methods for HR Analyses (prereq: undergrad statistics and stats refresher)	3		
HRLR 891	HR Analytics (prereq: HRLR 832)	3		

Credits Required=6 Elective Credits=\_\_\_ Total Section Credits=\_\_\_

8. **Independent Study or Approved non-HRLR Courses:** These courses can be used as an elective.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 890	Independent Study in HR/LR	1-3		
CEP 864	Career Counseling*	3		
EAD 861	Adult Learning*	3		
EAD 864	Adult Career Development*	3		
MGT 804	International Management*	3		
MBA 816	Managerial Communication Strategy and Tactics*	1.5		
MBA 817	Designing and Delivering Impactful Business Presentations*	1.5		
ACC 822	Project Management*	3		

Credits Required=0 Elective Credits=\_\_\_ Total Section Credits=\_\_\_

\*: With approval from offering department

**MHRLR Program = 36 Credits**

**Total Section Credits**

- |  |     |
|--|-----|
| 1. Human Resource Management             | ___ |
| 2. Strategy & Firm Performance           | ___ |
| 3. International HR & LR                 | ___ |
| 4. Organizational Change Leadership      | ___ |
| 5. Workplace Law                         | ___ |
| 6. Labor Relations                       | ___ |
| 7. Analytical Skills for HR & LR         | ___ |
| 8. Ind Study in HR/LR & Non-HRLR courses | ___ |
| Total Credits:                           | ___ |

\_\_\_\_\_ Student has met all the requirements for the degree