

## 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 and 2 additional categories (Special Topics and Non HRLR Approved Courses/Independent Study in HR/LR) from which students can take courses. You must take at least 1 course from each of the 7 core knowledge areas (Human Resource Management; Strategy and Firm Performance; International HR & LR; Organizational Change Leadership; Workplace Law; Labor Relations; Analytical Skills for HR & LR). In addition, there are 5 courses required for the program (HRLR 820; HRLR 813; HRLR 858; HRLR 809; HRLR 832). **The following courses are also required within the first 18 credits a student takes in the program: HRLR 820, HRLR 832 and one 'Strategy and Firm Performance' course.** Given these requirements, you will have 3 courses to choose as electives from any of the 9 areas. This student planning form should be used when planning or recording your 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) (**prerequisite: HRLR 820**)
- HR Information Systems (HRLR 828)
- Training and Development (HRLR 822)
- Foundation of Employee Benefits (HRLR 829)
- Talent Acquisition and Deployment (HRLR 821) (**prerequisite: HRLR 820**)

### 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**)
- High Performance Work Systems (HRLR 817) (**prerequisite: HRLR 813**)
- Negotiations & Conflict Resolution (HRLR 819) (**prerequisite: HRLR 813 or 858**)
- 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)

### 8. Special Topics Electives

- HR Metrics (HRLR 891) (**prerequisite: HRLR 832**)

### 9. Non HRLR Approved Courses/Independent Study in HR/LR

- Independent Study in HR/LR (HRLR 899)
- Career Counseling (CEP 864) (**possible approval from offering department**)
- Adult Learning (EAD 861) (**possible approval from offering department**)
- Adult Career Development (EAD 864) (**possible 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>
<b>HRLR 820</b>	<b>HR Practices &amp; Decisions (Required)</b>	3	<b>x</b>	
HRLR 825	Compensation ( <b>prereq: HRLR 820</b> )	3		
HRLR 828	HR Information Systems	3		
HRLR 822	Training and Development	3		
HRLR 821	Talent & Acquisition Deployment ( <b>prereq: HRLR 820</b> )	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.

<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 ( <b>prereq: HRLR 820</b> )	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 ( <b>prereq: HRLR 858 or 863</b> )	3		
HRLR 855	International HR ( <b>prereq: HRLR 820</b> )	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>
<b>HRLR 813</b>	<b>Organizational Behavior for HR/LR</b>	3	<b>x</b>	
HRLR 816	Organizational Development & Change Management ( <b>prereq: HRLR 813</b> )	3		
HRLR 817	High Performance Work Systems ( <b>prereq: HRLR 813</b> )	3		
HRLR 819	Negotiations & Conflict Resolution ( <b>prereq: HRLR 813 or 858</b> )	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.

<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		
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.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
<b>HRLR 858</b>	<b>Collective Bargaining</b>	3	<b>x</b>	
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.

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

Credits Required=6 Total Section Credits=6

8. **Special Topics Electives:** These courses are special topics and can be used as an elective.

<b>Course #</b>	<b>Course Name</b>	<b>Credits</b>	<b>Selection</b>	<b>Semester</b>
HRLR 891	HR Metrics (prereq: HRLR 832)	3		

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

9. **Non HRLR Approved Courses/Independent Study:** 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 (possible prerequisite required)	1-3		
CEP 864	Career Counseling (possible approval from offering department)	3		
EAD 861	Adult Learning (possible approval from offering department)	3		
EAD 864	Adult Career Development (possible approval from offering department)	3		

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

Revised: March 2018  
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. Special Topics Electives \_\_\_\_\_
- 9. Non HRLR courses/Ind Study in HR/LR \_\_\_\_\_
- Total Credits: \_\_\_\_\_

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