

Master of Professional Studies in Human Resources and Employment Relations

Required Courses (27 credits)

Title	Description	Credits
Labor and Employment Law	Legal context of employment in the United States.	3 credits
Seminar in Employment Relations	Theory, process, and issues of industrial relations, including collective bargaining and contract administration.	3 credits
Seminar in Human Resources	Current human resource topics in the context of organizational strategy, planning, and responsibility.	3 credits
Human Behavior and Organizational Performance	This course helps students understand individual and team behavior in organizations and its impact on individual, team, and organizational effectiveness.	3 credits
Human Resources in Multinational Enterprises	This course examines current human resource management (HRM) systems worldwide and the influence of globalization on HRM practice.	3 credits
Labor Market Analysis <i>or</i> Strategic Business Tools for HRER Professionals	Neoclassical economic and institutional theoretical perspectives on labor supply, demand for labor, internal labor markets, wage determination and labor policies. <i>or</i> This course connects Business Strategy, Financial Tools, and HR to an organization's strategic business objectives.	3 credits
Diversity in the Workplace	This course examines workplace diversity, gender, and race challenges facing employers and employees, and the skills for managing diversity.	3 credits
Ethical Decision Making for HR Practitioners	Use of normative elements associated with ethical decision making, as well as the emerging interest in descriptive ethics, to address important problems human resource managers confront.	3 credits
Research Project	Supervised student activities on research projects identified on an individual or small-group basis.	3 credits

Elective Courses (select 6 in an area of concentration):

Benefits and Compensation

Title	Description	Credits
Seminar in Human Resources	Current human resource topics in the context of organizational strategy, planning, and responsibility.	3 credits
Employment Compensation	Development and management of employee compensation systems.	3 credits
Employment Benefits	The examination of employee benefits programs used by employers to meet the welfare needs of employees and their families.	3 credits
Research Project	Supervised student activities on research projects identified on an individual or small-group basis.	3 credits

Labor and Collective Bargaining

Title	Description	Credits
Seminar in Employment Relations	Theory, process, and issues of industrial relations, including collective bargaining and contract administration.	3 credits
Law of Labor-Management Relations	Development of Anglo-American law regulating collective bargaining, with emphasis on American labor-management relations under Wagner, Taft-Hartley, and other acts.	3 credits
Labor Relations in the Public Sector	Analysis of labor relations problems within different areas of public employment.	3 credits
Research Project	Supervised student activities on research projects identified on an individual or small-group basis.	3 credits

Employment and Labor Law

Title	Description	Credits
Labor and Employment Law	Legal context of employment in the United States.	3 credits
Law of Labor-Management	Development of Anglo-American law regulating collective bargaining, with emphasis on American labor-management relations under Wagner, Taft-	3 credits

Relations	Hartley, and other acts.	
Labor and Employment Law II	Acquire practical knowledge that HR practitioners need to deal with governmental regulation of the U.S. workplace.	3 credits
Research Project	Supervised student activities on research projects identified on an individual or small-group basis.	3 credits

Staffing, Training, and Development

Title	Description	Credits
Seminar in Human Resources	Current human resource topics in the context of organizational strategy, planning, and responsibility.	3 credits
Staffing and Training	This course focuses on the theory and practice of human resource staffing and training in organizations.	3 credits
Needs Assessment for Industrial Trainers	Acquire skills to identify training and development needs, distinguish problems with management versus training solutions, develop and evaluate training solutions.	3 credits
Research Project	Supervised student activities on research projects identified on an individual or small-group basis.	3 credits

Ethics and Leadership

Title	Description	Credits
Communication Skills for Leaders in Groups and Organizations	Theory-and research-based communication skills for leaders dealing with work-related problems in contemporary groups and organizations.	3 credits
Leadership Development: A Life-Long Learning Perspective	The course examines the continuing influence of social and environmental factors in shaping leadership and leadership development.	3 credits
<i>or</i>		
Collective Decision Making	Application of theories of decision making to work-related issues in groups and organizations requiring collective resolution and action.	

International Human Resources and Employment Relations

Title	Description	Credits
International Human Resource Studies	Course exploring human resource management from an international perspective.	3 credits
Comparative and International Employment and Labor Law <i>or</i> Comparative Employment Relations Systems	Survey of employment and labor laws around the world that shape the practice of international human resource management (IHRM). <i>or</i> Analysis of structure and elements of employment relations systems in developed and developing areas.	3 credits

Labor Unions: Organization and Strategy

Title	Description	Credits
Labor Union Structure, Administration, and Governance	Comprehensive analysis of American Labor Unions/Labor Organizations: how structured, administered, and governed as they pursue economic, social, political objectives.	3 credits
American Labor Unions	Students will examine, debate and gain a fundamental understanding of the current state of the American labor movement.	3 credits