LABOR AND EMPLOYMENT RELATIONS

http://ler.illinois.edu

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Major: Human Resources and Industrial Relations
Degrees Offered: M.H.R.I.R., Ph.D.

Joint Degree Program: The Master of Human Resources and Industrial Relations can be earned jointly with the following
Degrees Offered (on-campus program only):
Law, J.D. (http://catalog.illinois.edu/graduate/graduate-majors/labor-empl-relations/joint-degrees)
Business Administration, M.B.A. (http://catalog.illinois.edu/graduate/graduate-majors/labor-empl-relations/mba-masters-joint)

Graduate Degree Programs
The School of Labor and Employment Relations offers graduate work leading to both a master’s and a doctoral degree. Graduate study in Human Resources and Industrial Relations (HRIR) is based on a multidisciplinary approach to human resources/industrial relations problems and a flexible curriculum. To achieve this, the School has joint faculty appointments or course cross-listings with economics, psychology, law, business administration, history, and finance.

Admission
Students must meet the general admission requirements of the Graduate College, as well as the specific requirements of the School. Admission to the master’s program in either the fall or spring semester is based on an applicant’s undergraduate record, letters of reference, Graduate Record Examination (GRE) or Graduate Management Aptitude Test (GMAT) scores, a resume and a statement of interest and career goals.

The minimum requirements for admission are a course in statistics and an average grade of B in the last two years of a four year undergraduate program. A deficiency in statistics may be made up by taking the required course without graduate credit during the first semester of graduate study. International applicants must provide Test of English as Foreign Language (TOEFL) test results with a recommended minimum score of 590 on the paper-based test (243 on the computer-based test and 96 on iBT) or IELTS with minimum overall score of 6.5 with 6.0 minimum in each subsection.

Students applying to the online program will have the same admissions criteria as the on-campus MHRIR program. However, a waiver of the GRE or GMAT requirement may be available to applicants with 3 or more years of direct HR/IR experience or 5 years of related managerial experience. Eligibility of this waiver will be assessed by the Online Program Coordinator. Admission decisions for the online program are made for the fall semester only.

Students with outstanding academic credentials, with or without a master’s degree, are encouraged to apply to the Ph.D. program. Applicants to the doctoral program must submit evidence of research ability, such as a master’s thesis, an undergraduate thesis, special reports, or published articles. This is in addition to the other required application materials as indicated for the on-campus master’s program. Admission to the doctoral program is made for the fall semester only. An exception is made for current HRIR master’s degree students at Illinois, who may submit an internal application in the spring.

Graduate Teaching Experience
Although the School has no teaching requirement, doctoral students are encouraged to gain teaching experience in this program.

Financial Aid
The School offers research assistantships, scholarships, and fellowships to graduate students with superior academic credentials in the on-campus MHRIR and Ph.D. programs. A School research/teaching assistant receives a stipend plus waiver of resident or non-resident tuition and some fees (http://www.grad.illinois.edu/gradhandbook). The Graduate College also awards minority fellowships that carry stipends plus tuition and service fee waivers. The School seeks reimbursement from appointing units of the value of the tuition waivers associated with assistantship appointments made to HRIR master’s students in other campus units. However, this restriction does not apply to students in the doctoral program.

The online program is self-supporting and DOES NOT accept the following tuition and fee waivers (TFWs): Non-Academic waivers (including UIUC employees and employees of other state institutions), Academic waivers from UIUC, UIC and UIS employees, Related Agency waivers, waivers granted through fellowships/assistantships as governed by the Graduate College at UIUC, or Retiree waivers. This program DOES accept statutory waivers (veterans grants, etc.)

Master of Human Resources and Industrial Relations
The master’s program can lead to a professional, terminal master’s degree, or it can prepare students to continue their graduate study toward a Ph.D. or other doctoral degrees in law and other professional areas.

The master’s degree requires 48 graduate hours of courses and usually takes three semesters to complete. The master’s degree program has core requirements in human resources/industrial relations systems, and quantitative methods, and a subject distribution requirement.

Thesis Option
At least one course in each of the following subject areas

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 591</td>
<td>Employment Relations Systems</td>
</tr>
<tr>
<td>LER 593</td>
<td>Quantitative Methods in LER</td>
</tr>
<tr>
<td>Electives</td>
<td>16</td>
</tr>
</tbody>
</table>

Total Hours: 48

Other Requirements 1
Other requirements may overlap

Minimum Hours Required Within the Unit: 36
Minimum 500-level Hours Required 12
Overall:
Minimum GPA: 3.0

1 For additional details and requirements refer to the department’s Student Handbook (https://ler.illinois.edu/wp-content/uploads/2015/01/CurrentStudents_LERHandbook.pdf) and the Graduate College Handbook (http://www.grad.uiuc.edu/gradhandbook).

Non-Thesis Option
At least one course in each of four subject areas 16
LER 591 Employment Relations Systems 8
& LER 593 and Quantitative Methods in LER
Electives 24
Total Hours 48

Other Requirements 1
Other requirements may overlap
Minimum Hours Required Within the Unit: 36
Minimum 500-level Hours Required 12
Overall:
Minimum GPA: 3.0

1 For additional details and requirements refer to the department’s Student Handbook (https://ler.illinois.edu/wp-content/uploads/2015/01/CurrentStudents_LERHandbook.pdf) and the Graduate College Handbook (http://www.grad.uiuc.edu/gradhandbook).

Doctor of Philosophy in Human Resources and Industrial Relations

The Ph.D. is an interdisciplinary degree, which typically leads to a career in teaching and research, especially at business schools or industrial relations schools. Research-oriented careers outside the academic world are also available. The program can be completed in five years beyond the baccalaureate degree or four years beyond the master’s degree. Doctoral students are required to complete 96 graduate hours of credit beyond the baccalaureate degree. Coursework is usually completed in two years. There is a second year paper requirement, one examination that focuses on the candidate’s selected area of specialization, and the preliminary and final exams. Examples of areas of specialization include the effects of technological change on the human resource function; motivation, morale, and job satisfaction; labor-management relations in the public sector; labor markets and employment; and international comparative labor problems. Each student’s program of study is chosen in consultation with the Ph.D. Advisory Committee at the School.

LER 542 Collective Bargaining 4
LER 556 Industrial Relations Theory 4
LER 557 Human Resources Theory 4
LER 558 Faculty-Student Workshop 4
LER 540 Labor Economics I 4
or LER 541 Labor Economics II 4
or LER 545 Economics of Human Resources 4
One year sequence in statistics 8
Research Methods 8
LER 590 Individual Topics (Macro - Section X) 8
Two theory courses in a social science discipline (one macro, one micro) 8
Two related courses outside discipline 8
Electives 0-16
LER 599 Thesis Seminar (min/max applied toward degree) 32-48
Total Hours 64

Other Requirements 1
Other requirements may overlap
Masters Degree Required for Admission to PhD? No, but M.S. equivalent hours are required, in addition. Contact department for details
Qualifying Exam Required Yes
Preliminary Exam Required Yes
Final Exam/Dissertation Defense Required
Dissertation Deposit Required Yes
Minimum GPA: 3.0

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Master of Human Resources and Industrial Relations

The master’s program can lead to a professional, terminal master’s degree, or it can prepare students to continue their graduate study toward a Ph.D. or other doctoral degrees in law and other professional areas.

The master’s degree requires 48 graduate hours of courses and usually takes six semesters to complete (including summers). The master’s degree program has core requirements in human resources/industrial relations systems, and quantitative methods, and a subject distribution requirement.

Non-Thesis Option
At least one course in each of four subject areas 16
LER 591 Employment Relations Systems 8
& LER 593 and Quantitative Methods in LER
Electives 24
Total Hours 48

Other Requirements 1
Other requirements may overlap
Minimum Hours Required Within the Unit: 36
Minimum 500-level Hours Required 12
Overall:
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• Juris Doctor in Law and Master of Human Resources and Industrial Relations (http://catalog.illinois.edu/graduate/graduate-majors/labor-empl-relations/joint-degrees)
• Master of Business Administration and Master of Human Resources and Industrial Relations (http://catalog.illinois.edu/graduate/graduate-majors/labor-empl-relations/mba-masters-joint)