

# HUMAN RESOURCES & INDUSTRIAL RELATIONS, MHRIR

*for the degree of Master of Human Resources and Industrial Relations in Human Resources and Industrial Relations (on campus & online)*

The master's program can lead to a professional 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 in the on-campus program and two years in the online program. The master's degree program has core requirements in human resources/industrial relations systems, and quantitative methods, and four subject distribution requirements.

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, and history.

## Admission

For the Master of Human Resources and Industrial Relations (MHRIR), 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, a resume, a personal statement and an academic statement. 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. GRE/GMAT test scores are optional for both the on-campus and online programs. 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 meet the English Language Proficiency Requirements (<https://grad.illinois.edu/admissions/instructions/04c/>) as outlined by the Graduate College. It is recommended that applicants meet a minimum score of 96 on the internet-based TOEFL exam (iBT) or a 6.5 overall score on the IELTS Academic Exam.

Students applying to the online program will have the same admissions criteria as the on-campus MHRIR program, with the exception of the English Proficiency Requirements. Students applying to online programs must satisfy the full status admissions requirement for the English Proficiency Requirements. For full status, applicants meet a minimum score of 103 on the internet-based TOEFL exam (iBT) or a 7.5 overall score on the IELTS Academic Exam. Admission decisions for the online program are made in all semesters (Fall, Spring, and Summer).

## Financial Aid

The School offers scholarships, and fellowships to graduate students with superior academic credentials in the on-campus MHRIR. Department research and teaching assistantships are available to Ph.D. students only. The Graduate College also has fellowships that carry stipends plus tuition and service fee waivers.

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

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For additional details and requirements refer to the Graduate College Handbook (<https://grad.illinois.edu/handbooks-policies/>).

**This degree program can be completed either on campus or online. The non-thesis option is offered online, the requirements are listed below:**

### Thesis Option

Code	Title	Hours
LER 591 & LER 593	Employment Relations Systems and Quantitative Methods in LER	8
<b>At least one course in each of four subject areas</b>		<b>16</b>
	Union Management and Labor Relations Policy	
LER 542	Collective Bargaining	
LER 543	Workplace Dispute Resolution	
LER 590	Individual Topics (Section CB)	
	Human Resource Management and Organizational Behavior	
LER 522	Employment Law for HR Managers: Discrimination, Compensation, and Privacy	
LER 523	Org Fundamentals for HR	
LER 530	Found of Ind Org Psych	
LER 532	Successful Change Management for HR Professionals	
LER 535	Negotiation Principles in HR Context	
LER 539	Talent Management	
LER 561	Compensation Systems	
LER 562	HR Planning and Staffing	
LER 564	HR Training and Development	
LER 567	Negotiation in HR Decisions	
LER 565	HR Management and Strategy	
LER 568	Firm Performance and HR	
LER 569	Power & Influence in HRM	
LER 570	Leadership for HR Managers	
LER 571	Executive Compensation	
LER 590	Individual Topics (Sections EB, EMC)	
LER 597	Employee Motivation & Perfmnce	
LER 598	Impl High Perf Work Systems	
	Labor Markets and Employment	

LER 440	Economics of Labor Markets	
LER 544	Workforce Policies and Partnerships	
LER 545	Economics of Human Resources	
LER 546	The Gender Wage Gap	
	International Human Resource Management	
LER 554	Comparative Employment Relations Systems	
LER 566	International HR Management	
LER 595	Managing Diversity Globally	
<b>Electives</b>		<b>16</b>
LER 521	Employment Law for HR Managers: Separations, Worker's Compensation, and Safety	
LER 526	Machine Learning Applications in HR	
LER 531	Workforce Analytics	
LER 533	Fundamentals of Business Management	
LER 534	Leadership and Employee Engagement	
LER 536	Management of Workplace Gender Issues	
LER 537	Employee Stress, Well-Being, & Safety	
LER 540	Labor Economics I	
LER 541	Labor Economics II	
LER 547	Labor Law I	
LER 550	Game Theory and HR Strategy	
LER 551	Social Justice and the Workplace	
LER 556	Industrial Relations Theory	
LER 557	Human Resources Theory	
LER 559	Micro Research Methods	
LER 560	Macro Research Methods	
LER 572	Social Networks in Human Resource Management	
LER 590	Individual Topics (Sections CT, DDD, DRS, E, IM, WFO)	
LER 599	Thesis Seminar (min/max applied toward degree)	8
<b>Total Hours</b>		<b>48</b>

**Other Requirements**

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

**Non-Thesis Option**

Code	Title	Hours
LER 591 & LER 593	Employment Relations Systems and Quantitative Methods in LER	8
<b>At least one course in each of four subject areas</b>		<b>16</b>
	Union Management and Labor Relations Policy	
LER 542	Collective Bargaining	
LER 543	Workplace Dispute Resolution	

LER 590	Individual Topics (Section CB)
	Human Resource Management and Organizational Behavior
LER 522	Employment Law for HR Managers: Discrimination, Compensation, and Privacy
LER 523	Org Fundamentals for HR
LER 530	Found of Ind Org Psych
LER 532	Successful Change Management for HR Professionals
LER 535	Negotiation Principles in HR Context
LER 539	Talent Management
LER 561	Compensation Systems
LER 562	HR Planning and Staffing
LER 564	HR Training and Development
LER 565	HR Management and Strategy
LER 567	Negotiation in HR Decisions
LER 568	Firm Performance and HR
LER 569	Power & Influence in HRM
LER 570	Leadership for HR Managers
LER 571	Executive Compensation
LER 590	Individual Topics (Sections EB, EMC)
LER 597	Employee Motivation & Perfmnce
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	Labor Markets and Employment
LER 440	Economics of Labor Markets
LER 544	Workforce Policies and Partnerships
LER 545	Economics of Human Resources
LER 546	The Gender Wage Gap
	International Human Resource Management
LER 554	Comparative Employment Relations Systems
LER 566	International HR Management
LER 595	Managing Diversity Globally
Electives	
	24
LER 521	Employment Law for HR Managers: Separations, Worker's Compensation, and Safety
LER 526	Machine Learning Applications in HR
LER 531	Workforce Analytics
LER 533	Fundamentals of Business Management
LER 534	Leadership and Employee Engagement
LER 536	Management of Workplace Gender Issues
LER 537	Employee Stress, Well-Being, & Safety
LER 540	Labor Economics I
LER 541	Labor Economics II
LER 547	Labor Law I
LER 550	Game Theory and HR Strategy
LER 551	Social Justice and the Workplace
LER 556	Industrial Relations Theory
LER 557	Human Resources Theory
LER 559	Micro Research Methods
LER 560	Macro Research Methods
LER 572	Social Networks in Human Resource Management

LER 590 Individual Topics (Sections CT, DDD, DRS, E, IM, WFO)

**Total Hours** 48

### Other Requirements

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

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**The purpose of the MHRIR program is to educate students on the major areas of knowledge and to develop essential skill sets, both of which are crucial for becoming effective Human Resource Professionals in organizations. Upon successful completion of our 48-hour master's program, students will achieve the following intended learning outcomes.**

1. Gain fundamental knowledge of human resource management (HRM) and organizational behavior.
2. Develop intellectual reasoning and data-analytic skills to assess and solve problems in HRM and labor and employment relations.
3. Develop communication and negotiation skills.
4. Gain fundamental knowledge of the core principles and practices of labor management relations.
5. Gain foundational knowledge to understand labor economics and labor markets.
6. Develop an orientation toward an evidence-based approach to human resource management and labor and employment relations.

- Human Resources Data Analytics, CERT (<http://catalog.illinois.edu/graduate/ler/human-resources-data-analytics-cert/>)

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## School of Labor and Employment Relations

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 Labor & Employment Relations Faculty (<https://ler.illinois.edu/about/faculty-staff/>)  
 504 East Armory Avenue, Champaign, IL 61820  
 (217) 333-2381  
 Labor & Employment Relations email: [ler-admissions@mx.uillinois.edu](mailto:ler-admissions@mx.uillinois.edu)

## Admissions

Graduate College Admissions & Requirements (<https://grad.illinois.edu/admissions/apply/>)

## Graduate Degree Programs in Labor & Employment Relations

- Human Resources & Industrial Relations, MHRIR (<http://catalog.illinois.edu/graduate/ms-mhrir/>)
- Human Resources & Industrial Relations, PhD (<http://catalog.illinois.edu/graduate/phd-mhrir/>)
- Online Program
  - Human Resources & Industrial Relations, MHRIR - Online (p. 1)
- Certificate Programs
  - Compensation Best Practices, CERT (<http://catalog.illinois.edu/graduate/ler/compensation-best-practices-cert/>)
  - Fundamentals of Human Resources, CERT (<http://catalog.illinois.edu/graduate/ler/fundamentals-human-resources-cert/>)
  - Human Resource Management, CERT (<http://catalog.illinois.edu/graduate/ler/human-resource-management-cert/>)