

HUMAN RESOURCES & INDUSTRIAL RELATIONS, PHD

for the degree of Doctor of Philosophy Major in Human Resources and Industrial Relations

The Ph.D. is an in-residence, 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 six years beyond the baccalaureate degree or five 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 their advisor and the Ph.D. Advisory Committee at the School.

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

Students with outstanding academic credentials, with or without a master's degree, are encouraged to apply to the Ph.D. program. Students must meet the general admission requirements of the Graduate College, as well as the specific requirements of the School. Applicants to the doctoral program must submit an academic statement, personal statement, CV and submit evidence of research ability, such as a master's thesis, an undergraduate thesis, special reports, or published articles. Three letters of recommendation are required and the Ph.D. applicants are also required to submit either a GRE or GMAT general test score. 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. 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 Ph.D. programs. Department research and teaching assistantships are available to Ph.D. students only. 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 has fellowships that carry stipends plus tuition and service fee waivers.

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

Code	Title	Hours
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	
or LER 545	Economics of Human Resources	
One year sequence in statistics		8
PSYC 506 & PSYC 507	Statistical Methods I and Statistical Methods II	
or ECON 532 & ECON 535	Econometric Analysis I and Econometric Analysis II	
Or another approved sequence		
Research Methods		8
LER 559	Micro Research Methods	
LER 560	Macro Research Methods	
Two theory courses in a social science discipline, one micro and one macro		
BADM 510	Founds of Organizational Behav	
LER 530	Found of Ind Org Psych	
BADM 590	Seminar in Business Admin (section MK1)	
BADM 519	Seminar in Organizational Behavior and Theory	
SOC 596	Recent Developments in Soc (section EM)	
Or another approved micro/macro sequence		
Two related courses outside discipline. See Course List tab. (p. 2)		8
Electives		0-16
LER 599	Thesis Seminar (min/max applied toward degree)	32-48
Total Hours		64

Other Requirements

Requirement	Description
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	Yes
Dissertation Deposit Required	Yes
Minimum GPA:	3.0

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Courses outside of discipline

Code	Title	Hours
ACE 562	Applied Regression Models I	2
ACE 564	Applied Regression Models II	2
BADM 504	Phil of Science and Bus Admin	2
BADM 545	Found of Strategy Research	2
BADM 546	Strategy Content Research (Entrepreneurship)	2
BADM 549	Current Strategy Research (Management of Technology)	2
BADM 549	Current Strategy Research (Economic Foundations of Strat)	2
BADM 549	Current Strategy Research (Corporate Strat Research)	2
BADM 549	Current Strategy Research (Empirical Meth in Strat Res)	2
CMN 529	Seminar Communication Theory (Social Sci Theory Construction)	4
PSYC 594	Multivar Anlys in Psych and Ed	4
PSYC 587	Hierarchical Linear Models	4
PSYC 588	Covar Struct and Factor Models	4
PSYC 501	Best Psych Research Practices (Applied Structural Eq Modeling)	2 to 4
PSYC 581	Applied Regression Analysis	4
SOC 581	Survey Research Methods (Survey Research Methods I)	4
EPSY 586	Theories of Measurement II	4
EPSY 590	Advanced Seminar in Educational Psychology (section BAY)	0 to 4
EPSY 590	Advanced Seminar in Educational Psychology (section GCM)	0 to 4
EPSY 590	Advanced Seminar in Educational Psychology (section SEM)	0 to 4
EPSY 582	Advanced Statistical Methods	4
PSYC 541	Personality and Behav Dynamics	2 or 4
PSYC 593	Seminar (Multilevel & Networks in Orgs)	2 or 4
PSYC 490	Measurement & Test Develop Lab (section AL1)	4
STAT 542	Statistical Learning	4

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The purpose of the PhD in Human Resources and Industrial Relations is to train research competence (conducting and communicating research) and the writing of analytical papers of publishable quality. Toward this end, PhD courses and program milestones are designed to impart knowledge and skills that individuals may use to conduct world-class research, primarily in the academic subfields of Human Resources/ Organizational Behavior, Industrial Relations, Economics, Psychology, and/or Sociology.

Information listed in this catalog is current as of 12/2024

The following are intended student learning outcomes.

1. Develop skill in writing analytic papers of publishable quality, and publishing those papers.
2. Develop skill in publicly presenting analytical research of publishable quality.
3. Gain foundational knowledge in Human Resources Theory and Industrial Relations Theory.
4. Develop knowledge and skill in using statistics and research methods to conduct research and draw appropriate inferences.
5. Gain specialized knowledge in a social science discipline (e.g., economics, psychology, sociology).

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 (<http://catalog.illinois.edu/graduate/ler/human-resources-industrial-relations-mhrir/>)
- 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/>)
 - 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

Dean: Ingrid Fulmer

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On-campus Programs Contact: Becky Barker (ebarker@illinois.edu)

Online Programs Contact: Eden Haycraft (ehaycra@illinois.edu)

Labor & Employment Relations website (<https://ler.illinois.edu/>)

Labor & Employment Relations Faculty (<https://ler.illinois.edu/about/faculty-staff/>)

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Labor & Employment Relations email (ler-admissions@mx.uillinois.edu)

Admissions

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