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.

### 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 | 4
or LER 545 | Economics of Human Resources | 4
One year sequence in statistics | | 8

#### Research Methods

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<th>Code</th>
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<th>Hours</th>
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LER 559 | Micro 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

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<th>Requirement</th>
<th>Description</th>
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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 |

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](https://ler.illinois.edu/wp-content/uploads/2015/01/CurrentStudents_LERHandbook.pdf)) and the Graduate College Handbook ([http://www.grad.uiuc.edu/gradhandbook](http://www.grad.uiuc.edu/gradhandbook)).

Information listed in this catalog is current as of 08/2019