

HUMAN RESOURCES AND EMPLOYMENT RELATIONS

Degree Requirements

Master of Human Resources and Employment Relations (m.H.R.E.R.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-700 Professional Degree Policies (<https://gradschool.psu.edu/graduate-education-policies/>).

The MHRRER program is designed to provide students with a solid foundation in human resources and employment relations and offers a unique opportunity for students to advance their careers in the field.

A minimum of 33 credits at the 400, 500, or 800 level is required with a minimum of 18 credits at the 500 or 800 level, and at least 6 credits at the 500 level. Each student must complete a core of 21 credits in HRER, with 9 credits of electives. Students with at least three years of full-time relevant human resources or employment relations professional work experience can waive 3 credits of electives, with the graduate program director's approval. A capstone course, HRER 894 or HRER 588, serves as the culminating experience.

| Code | Title | Credits |
|--|--|-----------|
| Required Courses | | |
| HRER 501 | Labor and Employment Law | 3 |
| or HRER 810 | Labor and Employment Law | |
| HRER 504 | Seminar in Employment Relations | 3 |
| HRER 505 | Seminar in Human Resources | 3 |
| HRER 512 | Research Methods and Analytics in Human Resources and Employment Relations | 3 |
| HRER 802 | Human Behavior and Organizational Performance | 3 |
| or HRER 502 | Human Behavior at Work | |
| HRER 825 | Strategic Business Tools for HRER Professionals | 3 |
| <i>Choose one course (3 credits) from the following list:</i> | | |
| LHR 499 | Foreign Studies | 3 |
| HRER 500 | Topics in Comparative Industrial Relations | |
| HRER 503 | Seminar in International Human Resources Studies | |
| HRER 803 | Human Resources in Multinational Enterprises | |
| HRER 865 | Diversity and Ethics in the Workplace | |
| Electives | | |
| Choose three electives (9 credits) from a list of HRER, LHR, OLEAD, and LGWR courses maintained by the program office. | | |
| Culminating Experience | | |
| HRER 894 | Research Topics (Capstone Project) | 3 |
| or HRER 588 | Capstone in Human Resources and Employment Relations | |
| Total Credits | | 33 |

Master of Science (M.S.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-600 Research Degree Policies. (<https://gradschool.psu.edu/graduate-education-policies/>)

A minimum of 39 credits at the 400, 500, 600, or 800 level is required; with at least 18 credits in the 500 and 600 series. A minimum of 12 credits in course work (400, 500, and 800 series) must be completed in HRER. If the student chooses to write a thesis, at least 6 credits in thesis research (HRER 600) must be completed. The thesis must be accepted by the advisers and/or committee members, the head of the graduate program, and the Graduate School, and the student must pass a thesis defense. If the student chooses the capstone course track, at least 18 credits must be in 500-level courses.

For the degree, an overall 3.00 (B) grade-point average must be earned in the 400, 500, and 800-level courses, and a grade of B or above must be earned in all 500-level courses. Required courses are offered once per academic year and elective courses at least once every two academic years.

| Code | Title | Credits |
|---|--|-----------|
| Core Curriculum | | |
| HRER 501 | Labor and Employment Law | 3 |
| HRER 502 | Human Behavior at Work | 3 |
| HRER 504 | Seminar in Employment Relations | 3 |
| HRER 505 | Seminar in Human Resources | 3 |
| HRER 512 | Research Methods and Analytics in Human Resources and Employment Relations | 3 |
| HRER 825 | Strategic Business Tools for HRER Professionals | 3 |
| <i>Human Resources and Employment Relations (Base Program)</i> | | |
| LHR 480 | Current Issues in Human Resources | 3 |
| LHR 437 | Workplace Dispute Resolution | 3 |
| HRER 536 | Diversity in the Workplace | 3 |
| HRER 523 | Seminar in Work-Life Dilemmas, Practices, and Policies | 3 |
| Electives | | |
| Students who choose the capstone course track must select 6 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the thesis track must select 3 credits from an approved elective list in consultation with their adviser in addition to the 6 credits of thesis research (HRER 600). The list of elective courses is maintained by the graduate program office. | | 3-6 |
| Culminating Experience | | |
| Students can choose between the capstone course track or thesis track: | | |
| HRER 588 | Capstone in Human Resources and Employment Relations (Capstone Course) | 3 |
| HRER 600 | Thesis Research | 6 |
| Total Credits | | 39 |
| Human Resource Management option | | |
| Option-Specific Courses | | |
| HRER 527 | Talent Development and Change Management | 3 |
| HRER 503 | Seminar in International Human Resources Studies | 3 |
| HRER 526 | Managing Talent Flow | 3 |
| HRER 824 | Total Rewards | 3 |
| Total Credits | | 12 |

Employment Relations Option

| Code | Title | Credits |
|--------------------------------------|--|----------------|
| Option-Specific Courses | | |
| <i>Required</i> | | |
| HRER 500 | Topics in Comparative Industrial Relations | 3 |
| LHR 401 | The Law of Labor-Management Relations | 3 |
| Select 6 credits from the following: | | 6 |
| LHR 468 | American Labor Unions | |
| LHR 435 | Labor Relations in the Public Sector | |
| LHR 475H | Labor in the Global Economy | |
| LGWR 510 | International Labor Law | |
| LGWR 520 | Global Workers' Rights | |
| Total Credits | | 12 |