

# HUMAN RESOURCES AND EMPLOYMENT RELATIONS

## Degree Requirements

### Master of Professional Studies (M.P.S.)

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

Students pursuing the M.P.S. in HRER are required to complete a concentration designed to provide the student an opportunity to develop expertise in a specific area of human resources and employment relations.

Students will choose and complete one concentration which will include 6 credits beyond the 27 required core course credits. Students will be required to complete the capstone project in their area of concentration. For example, students choosing the Benefits and Compensation concentration are required to complete a capstone project that focuses on some aspect of benefits and compensation. The program culminates with a research project which is completed while enrolled in HRER 894.

Total Required Credits for the M.P.S.: 33 credits at the 400, 500, or 800 level; at least 18 credits must be at the 500 or 800 level, with at least 6 credits at the 500-level.

Code	Title	Credits
<b>Required Courses</b>		
HRER 501	Labor and Employment Law	3
HRER 504	Seminar in Employment Relations	3
HRER 505	Seminar in Human Resources	3
HRER 802	Human Behavior and Organizational Performance	3
HRER 803	Human Resources in Multinational Enterprises	3
HRER 825	Strategic Business Tools for HRER Professionals	3
HRER 836	Diversity in the Workplace	3
HRER 860	Ethical Decision Making for HR Practitioners	3
<b>Electives</b>		
Select 6 credits in one of the following concentration areas:		6
<i>Benefits and Compensation</i>		
HRER 822	Employee Compensation	
HRER 823	Employee Benefits	
<i>Employment and Labor Law</i>		
Select 6 credits from the following		
LER 401		
HRER 801	Comparative and International Employment and Labor Law	
HRER 811	Labor and Employment Law II	
<i>Ethics and Leadership</i>		
LER 464		
LER 409		
or LER 465		
HR Analytics and Artificial Intelligence		
HRER 512	Research Methods and Analytics in Human Resources and Employment Relations	

HRER 870	Human Resource & Employee Relations in the Age of Artificial Intelligence	
<i>International Human Resources and Employment Relations</i>		
LER 403		
HRER 801	Comparative and International Employment and Labor Law	
or LER 400		
<i>Labor and Collective Bargaining</i>		
LER 401		
LER 435		
<i>Labor Unions: Organization and Strategy</i>		
LHR 466	Labor Union Structure, Administration and Governance	
LHR 468	American Labor Unions	
<i>Staffing, Training, and Development</i>		
HRER 826	Talent Management	
HRER 827	Talent Development	
<b>Culminating Experience</b>		
HRER 894	Research Topics (Capstone Project)	3
<b>Total Credits</b>		<b>33</b>

### 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
<b>Core Curriculum</b>		
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>		
LER 480		3
LER 437		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.

**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
<b>Total Credits</b>		<b>39</b>

**Human Resource Management option**

Code	Title	Credits
<b>Option-Specific Courses</b>		
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
<b>Total Credits</b>		<b>12</b>

**Employment Relations Option**

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