

# HUMAN RESOURCES AND EMPLOYMENT RELATIONS

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## Learning Outcomes

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

1. **KNOW:** Graduates will have and be able to demonstrate the necessary advanced knowledge and competence in the fields of human resources and employment relations to excel in their careers.
2. **APPLY/CREATE:** Graduates will be able to recognize and analyze practical, legal, and ethical challenges related to HRER issues in domestic and global workplaces.
3. **COMMUNICATE:** Graduates will be able to conduct independent inquiries to identify current scholarship and best practices and effectively apply relevant theories and practices when solving problems in domestic and global workplaces.
4. **THINK:** Graduates will be able to interact effectively with other organizational leaders in helping to develop and implement organizational strategies in domestic and global workplaces.
5. **PROFESSIONAL PRACTICE:** Graduates will be able to effectively communicate knowledge of current topics in the fields both verbally and in writing to excel as HRER professionals.

### Master of Science (M.S.)

1. **KNOW:** Students will have and be able to demonstrate the necessary advanced knowledge and competence in the fields to excel in ER and HRM careers.
2. **COMMUNICATE:** Students will be able to effectively communicate knowledge of current topics in the fields both verbally and in writing to excel as ER and HRM professionals.
3. **THINK:** Students will be able to recognize and analyze practical, legal, and ethical challenges related to ER and HRM issues in domestic and global workplaces.
4. **PROFESSIONAL PRACTICE:** Students will be able to respond appropriately to practical, legal, and ethical challenges in domestic and global workplaces using both theoretical and practical approaches of the field.
5. **APPLY/CREATE:** Students will be able to apply their knowledge by interacting effectively with other organizational leaders in helping to develop and implement organizational policies and strategies.