

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 MHRER 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	
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.		9
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

Code	Title	Credits
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