HUMAN RESOURCES AND EMPLOYMENT RELATIONS

Graduate Program Head	Elaine Farndale
Program Code	HRER
Campus(es)	University Park (M.S., M.H.R.E.R.) World Campus (M.H.R.E.R.)
Degrees Conferred	Master of Science (M.S.) Master of Human Resources and Employment Relations (M.H.R.E.R.) Integrated B.S. in Labor and Human Resources and M.S. in Human Resources and Employment Relations Integrated B.S. in Labor and Human Resources and M.H.R.E.R. in Human Resources and Employment Relations Integrated B.S. in Psychology and M.S. in Human Resources and Employment Relations Integrated B.S. in Spanish and M.S. in Human Resources and Employment Relations Integrated B.S. in Communication Arts and Sciences and M.S. in Human Resources and Employment Relations Integrated B.A. in Communication Arts and Sciences and M.S. in Human Resources and Employment Relations Joint J.D./M.S. with Penn State Law
The Graduate Faculty	View (https://secure.gradsch.psu.edu/gpms/?searchType=fac&prog=HRER)

Master of Science in Human Resources and Employment Relations

The Master of Science (M.S.) degree in Human Resources and Employment Relations (HRER) is a two-year program designed for students anticipating careers in some aspect of human resource management or employment relations.

After completing the program:

- Students will have and be able to demonstrate the necessary advanced knowledge and competence in the fields to excel in Human Resource Management and Employment Relations careers.
- Students will be able to effectively communicate knowledge of current topics in the fields both verbally and in writing to excel as Human Resource Management and Employment Relations professionals.
- Students will be able to recognize and analyze practical, legal, and ethical challenges in domestic and global workplaces.
- Students will be able to respond appropriately to practical, legal, and ethical challenges in domestic and global workplaces using both theoretical and practical approaches and in accordance with the standards, values and best practices of their discipline.
- Students will be able to interact effectively with other organizational leaders in helping to develop and implement organizational strategies.

Master of Human Resources and Employment Relations

The Master of Human Resources and Employment Relations (MHRER) is a 30 - 33-credit program of study for professionals working in human resources/employment relations or considering a career in some aspect of human resources and employment relations. The program will prepare students to:

- understand the roles that employers, employees, employee organizations and unions, and public policy makers play in the employment relationship;
- analyze the complex personal, legal, and organizational issues inherent in the employment relationship;
- understand the ethical dimensions of human resource and employment relations; and
- analyze complex issues and evaluate research results in the process of administering labor and human resource systems;

Courses include the study of employment law, labor and employment relations, human resources, workplace organization, labor markets, ethics, the employment relationship, recruiting/selection, compensation and benefits, workforce development, and diversity in the workplace.

The program highlights the changing nature of the HRER field, including the impact of the globalization of private and public organizations and the growing importance of diversity in the workforce. It culminates in a capstone project in which students will demonstrate their understanding of the curriculum and apply it to their professional areas of interest. Upon completion of the MHRER, students will be equipped to work as professionals in human resource management, employment relations, and general management with private employers, unions, government agencies, and non-profit organizations.