The field of Human Resources and Labor Relations is the study and practice of employee and employer relationships within organizations. The human resources (HR) side oversees employee processes such as recruiting, hiring, developing, compensating, promoting and strategy. The labor relations (LR) side deals with the employee and employer relationships via representation, contract negotiations, dispute resolution as well as employment and labor laws. These fields offer exciting careers opportunities and have high starting salaries.

**HRLR Master’s Degree Programs**

- There are several top programs in the nation including: Michigan State University, University of Illinois at Urbana-Champaign, University of Minnesota, Cornell University, and Rutgers University.
- Most programs require students to take a certain amount of basic courses before they apply or during the graduate program. MSU requires completion of micro-economics (EC 201) with a 3.0 or better, a behavioral science course with a 3.0 or better, and a statistics course with a 3.0 or better.
- Most students can complete a master’s degree program in two years, if full time.

**Criteria for Admissions**

- Admission criteria varies by school. Be sure to check individual programs directly. In general admission criteria includes undergraduate GPA, GRE or GMAT scores, three letters of recommendation, a personal statement, and practical experience.

**Job Opportunities for HRLR MA Graduates**

**MSU HRLR Alumni- 2-5 yrs**
- Greg - HR Director - Wolverine World Wide
- Chad - HR Manager - Home Depot
- Tyler - Compensation & Benefits Manager - Microsoft
- LaTorsha - Recruiting Specialist - IBM
- Heather - HR Generalist - General Electric
- Brandon - HR Analyst - Shell
- Jennifer - HR Consultant - Shell

**MSU HRLR Alumni- 15-20 yrs +**
- Mark - CEO - Meijer
- Mark - President - MI-AFLCO
- Karen - Senior VP - Meijer
- Bill - VP - Shell Trading
- Barbara - VP - Chevron
- David - HR Director - General Mills
- Michael - Dir. Employ & Diversity - Sparrow

Other positions include: Labor Relations Specialist, Research Specialist, Training Specialist, Senior Consultant, Field Examiner, Staffing Manager
HRLR Doctoral Programs

- There are several top programs in the nation including: Michigan State University, University of Illinois, Urbana-Champaign, University of Minnesota, and Cornell University, and Rutgers University.
- Most PhD programs take 5-7 years to complete.
- The admission process is very selective. On average, a PhD program may select 2 to 4 students per year.

Job Opportunities for HRLR PhD Graduates

- HRLR doctoral programs are research intensive. They prepare graduates for careers in academia as faculty members and researchers. Therefore, students interested in an HRLR doctoral program MUST have participated in quality research experience as an undergraduate and have a genuine passion for research.

Opportunities to Enhance your PSY Degree for HRLR Graduate Programs

- **Business Psychology Internship** PSY 255/382 — This internship course is designed for students interested in Psychology issues relevant to work. Students complete and enroll in the internship during summer semester. As a prerequisite to the internship, students are required to complete PSY 255: Introduction to Industrial-Organizational Psychology. This course provides background knowledge of the factors relevant to improving organizational performance and the well-being of its people. The goal of the internship is to allow students to put theory learned in PSY 255 into practice.

- **Undergraduate Research** — Participating in undergraduate research is very important for students planning to apply to graduate school. It provides the opportunity to explore academic interests outside of the classroom and network with faculty members. Research credit can be earned through PSY 490/491 or it can be done as a volunteer. Faculty can also serve as references or write letters of recommendation.

- **Enroll in Courses Relevant to Work:** PSY 255, PSY 455, EC 201, EC 380, HDFS 405, HRLR 211, HRLR 289, HRLR 311, SOC 322, SOC 424, COM 240, etc. Additional courses can be found through the additional major in IDS with a Human Capital and Society Concentration.

MSU’s School of Human Resources and Labor Relations is widely recognized as one of the top school in HRLR and is dedicated to educating and developing the best global professional talent and the next generation of top scholars. Our redesigned doctoral program fosters a vibrant scholarly culture that supports students seeking to make lasting contributions to the multidisciplinary understanding of important human resources and employment issues. We are interested in doctoral students from a wide variety of social science disciplines including business, psychology, economics, sociology, political science, and others. Students wishing to learn more about MSU’s HRLR PhD program should attend a monthly research seminar.

www.hrlr.msu.edu/

References

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