Master of Arts in Employment and Labor Relations (MAELR)  
http://www.clas.wayne.edu/maelr/  
Labor @ Wayne

Director, Dr. Marick Masters
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Among the leading graduate programs of Employment & Labor Relations, the MAELR program at Wayne State University provides a challenging and rich educational experience for students pursuing careers in human resource management and labor-management relations. Emphasizing the development of professional competencies, the MAELR curriculum is designed to ensure that students master the requisite analytical and practical skills for attaining leadership positions in business, labor organizations, government, and not-for-profit organizations.

Grounded in a long tradition of multidisciplinary study, the MAELR program exposes students to nationally and internationally recognized scholars and practitioners from Employment & Labor Relations, management, history, psychology, economics, political science, sociology, and law. Bringing a wealth of professional and consulting experience to the classroom, instructors integrate cutting-edge research and theory and real case examples and exercises so that students learn about the most current workplace innovations and emerging trends and issues.

Students must have taken the following prerequisites or their equivalents prior to admission to the MAELR Program. Students who have not taken these courses before applying to the program will be asked to complete them with a grade of "B" or better prior to regular admission to the Graduate School.

- **Economics 2010: Principles of Microeconomics**  
  Supply, demand, price at the level of the firm and industry; business institutions and their operation; determinants of wage and salary levels, interest rates, rent, profits, income distribution; public policy in relation to business and labor.

- **Psychology 3500: Psychology and the Workplace**  
  Psychology as applied to business and industry. Major areas of industrial psychology: selection, placement, and training procedures; human factors research. Industrial social psychology: motivational and organizational research and theory.
ECO 5100, PS 5100, PSY 3010, EER 7630, or SOC 6280: Fundamentals of Statistics

Core Course Requirements (24 credits)

ELR 7000: Introduction to Labor and Employment Relations, 3 credits

DR 7210: Negotiating Theory & Practice, 3 credits
Theoretical foundations of the processes of negotiation and multi-party collaborative problem solving. Skill building simulation to integrate theory and practice.

Economics 6480: The Economics of Work, 3 credits
Theoretical and empirical treatment of the following: labor market characteristics; labor demand and supply; issues of race, gender, and age; compensation and pay; issues of health and productivity; bargaining processes and the effects of unions; unemployment and job search; globalization. Instructor: Paul Fisher (paul_fisher@wayne.edu)

Employment & Labor Relations 7450: Employment Relations Law, 3 credits
Federal and state legislation affecting employee-employer relations; discrimination, pension, occupational safety and health, fair labor standards. Implementation of these policies, effect on worker-management relations: Canada, Mexico, and United States.

Employment & Labor Relations 8500: Strategic Analysis of North American Labor and Human Resources, 3 credits
Capstone course for the MAELR program. Integration of conceptual framework developed in interdisciplinary study of Employment & Labor Relations. Seminar-style course in which students will read widely in the field and discuss the latest developments in Employment & Labor Relations, human resource management, and workplace organization. Prerequisite: All core courses. Course will be offered once per year during fall term.

Management 7640: Management of Human Resources, 3 credits
Theory, policy, research, and process issues in employment relations. Personnel practices of planning, selecting employee development and appraisal, compensation, and labor relations.

Management 7750: Labor Relations and Collective Bargaining, 3 credits
Forces affecting character and quality of union-management relations. Formulating the labor contract, mediation, analysis of relations at the work unit level and more complex levels and their influence on contract negotiations and grievances in all kinds of work organizations.
Psychology 6570: Applied Research Methods in Union-Management Relations, 3 credits
Review of scientific methods and research design, measurement issues, ethical considerations in applied research, and data collection techniques such as job analysis, training needs assessment, and opinion surveys. Prerequisite: One semester of statistics. I

Electives (12 Credits)

Human Resource Management Electives

Employment & Labor Relations 7010: Health Care Retirement & Employee Benefits

Employment & Labor Relations 8000: International Labor Relations and Human Resources, 3 credits
Employment & Labor Relations and human resource management from an international perspective. Topics include: international investment, Employment & Labor Relations strategies of U.S. multinationals, international relations system in North America, Western Europe, and Asia-Pacific regions.

Management 7620: Complex Organizations, 3 credits
The formal structure and processes in complex organizations: departmentation, decentralization, authority, and power, relationships between groups, organizational design, and evaluation. Factors affecting organizational design, adaptation to environments, and designing effective decision-making systems.

Management 7630: Organizational Change and Development, 3 credits
Analysis of the impact of dynamic forces, particularly globalization, on the theory, methods, and skills involved in designing and implementing planned changes in organizations.

Management 7650: Strategic Human Resource Management, 3 credits
Survey of HRM from a strategic perspective. Formulation and implementation of human resource strategy addressed for recruitment, placement, training, and development issues in an international community. Prerequisite: MGT 7640.

Management 7790: Compensation Administration, 3 credits
Process policy and theoretical issues in pay and benefits administration; determination of structural level of individual pay, non-traditional reward systems, and govt. regulation of benefits. Prerequisite: MGT 7640.

Psychology 6510: Organizational theory, 3 credits
Work organization theories and history of social modeling; classical, neoclassical and open system of contingency theories. Prerequisite: PSY 3500 or equivalent.
Psychology 6520: Organizational behavior, 3 credits
Employee motivation, job attitudes, leadership and management development; related aspects of organizational behavior, design, and development. Prerequisite: PSY 3500

Psychology 6540: Organizational staffing, 3 credits
Job analysis, recruitment and screening, prediction and measurement of job performance, selection procedures, principles, and methods of testing and measurement. Prerequisite: PSY 3500

Psychology 6550: Training and Employee development, 3 credits
Theory and practice of organizational training, employee development, and management development; establishment of performance standards, performance appeal process, evaluation of training and development programs.

Psychology 7770: Testing in the Workplace, 3 credits
Test development; in-depth discussion of tests. Prerequisites: PSY 6500, PSY 7750

Political Science 7340: Public Personnel Management, 3 credits
Examination of the objectives of the public personnel systems of American governmental units; analysis of current practices and techniques for recruiting, selecting, training, promoting, compensating, and removing public employees. Major issues in public personnel mgmt, such as collective bargaining, equal employment opportunity, civil service reform and employee productivity and performance. Prerequisite: PS 7300 or consent of instructor.

Labor-Management Relations Electives

Economics 6400: Labor Economics, 4 credits
Economics of labor markets. Determinants of earnings and methods of compensation, labor supply and demand, effects of taxes and subsidies on labor supply, choices of occupation and level of schooling, promotion and turnover, employment discrimination, economics of crime and punishment, regulation of professions, unions. Prerequisite: ECO 2010.

Economics 6415: Economics Race and Gender, 4 credits
Theory and empirical evidence of race and gender differentials in the labor market. Topics include the difference in occupations and earning, discrimination, poverty and public policies. Prerequisite: ECO 2010.

History 7290: American Labor History, 4 credits
Analysis of American workers and unions in the nineteenth and twentieth centuries.

Employment & Labor Relations 7400: Labor Relations Law, 3 credits
Federal regulation of union organizing, collective bargaining and union contract administration in the private sector. Content, administration, and judicial interpretation
of labor relations legislation in the US.

Employment & Labor Relations 7700: Current and Future Trends in Collective Bargaining, 3 credits
Collective bargaining, current and future directions; emphasis on joint union-management approach to developing programs improving the quality of work life through workers' involvement in the decision-making process; examination of practical procedures to initiate and implement such programs. Prerequisite: four MAELR core courses or consent of instructor.

Employment & Labor Relations 8000: International Labor Relations and Human Resources, 3 credits
Employment & Labor Relations and Human Resource Management from an international perspective.

Management 7770: Union Contract Administration, 3 credits
Daily union-management relations; grievance handling and arbitration; the causes of labor-management conflicts under a union contract. Prerequisite: MGT 7750.

Political Science 6070: Labor and American Politics, 3 credits

Political Science 6340: Public Sector Labor Relations, 3 credits
History, present functioning, problems and current controversies surrounding public sector unions. Prerequisite: Graduate standing.

Dispute Resolution Electives/Graduate Certificate (15 credits)

PS 7550: Democratic Theory and Conflict Resolution, 3 credits
Examination of the advantages and unresolved issues democracies confront in resolving conflict through the study of selected theoretical works as well as case studies, empirical analyses and historical narratives. Required for certificate.

DR 6120: Human Diversity & Human Conflict, 3 credits
Relationship of human differences and conflict and ways to nonviolently confront and work with them; differences as defined by ethnicity, race, gender, class, age, etc.

DR 7100: Roots of Social Conflict, 3 credits
Background and immediate causes of social conflict, from interpersonal to national settings, from ethnic to gender conflict; review of destructive and constructive aspects of conflict.

DR 7210: Negotiating Theory & Practice, 3 credits

**DR 7220: Neutral Intervention Theory & Practice, 3 credits**
Dispute resolution growth and methods; mediation, facilitation, conciliation, fact-finding, arbitration; hybrids; dispute resolution institutions and practitioners. Required for certificate.

**DR 7890: Final Seminar in Dispute Resolution, 3 credits**
Focus on issues and assumptions of dispute resolution that are critical to work as dispute resolvers in both the practice and research spheres. Required for certificate.

**NOTE:** Students desiring a certificate in Dispute Resolution may apply 9 credit hours of the 15 credit hours required for the Dispute resolution certificate toward the ELR degree.

**General Electives:**

**Employment & Labor Relations 7600:** Internship in Employment & Labor Relations (maximum of 3 credit hours) Prior consent of MAELR Director only. Internship Application Form (pdf file)

**Employment & Labor Relations 7900:** Directed Study in Employment & Labor Relations (maximum of 3 credit hours) Prior consent of MAELR Director only. Directed Study Application Form (pdf file)

**Employment & Labor Relations 7990:** Thesis in ELR (maximum of 3 credit hours) Prior consent of MAELR Director only.

**OEH 7820: Occupational and Environmental Health, 3 credits**
History, scope and application of federal and state laws and regulations concerning occupational safety and health, toxic substances in the environment, and related areas, methods of compliance, penalties for non-compliance, and agencies of enforcement. Offered every other year in odd-numbered years, winter term only.

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