

498. Senior Thesis
Fall, Winter, Spring. 3 to 5 credits.
Seniors.
Thesis stressing integration and synthesis of a student's field of concentration under the supervision of a faculty member.

499. Senior Seminar
Fall, Winter, Spring. 3 credits. Seniors.
Seminar on selected topics, stressing synthesis and integration of student's area of concentration.

LABOR AND INDUSTRIAL RELATIONS

LIR

College of Social Science

801. Labor in Twentieth Century America
Fall, Winter, Spring. 4(3-0) Approval of school.
Review of the history of American labor and its evolving structure and an analysis of current problems facing unions.

803. Employment and Unemployment
Fall. 4(4-0) Approval of school.
Analysis of trends in employment and unemployment during the twentieth century in the U.S. Theoretical framework for explaining employment fluctuations. Policies for reducing unemployment. Inflation and unemployment.

809. Labor Markets
Fall, Winter, Spring. 4(4-0) Approval of school.
Review of labor market structures and processes; forces affecting work and wages; and public policy on manpower development and utilization and on income maintenance.

811. Manpower Programs and Institutions
Fall. 4(4-0) Approval of school.
Role and effectiveness of the public employment service, vocational and apprenticeship programs, retraining and vocational rehabilitation activities, etc., as instruments of an active manpower policy.

813. Income Maintenance Programs
Winter. 4(3-0) Approval of school.
Causes and social consequences of poverty. Nature and effectiveness of income transfer programs against poverty and insecurity. Integration with manpower programs. Relation between public and private programs.

815. Labor Force Behavior
Spring. 4(4-0) LIR 809, EC 457 or approval of school. Interdepartmental with the Department of Economics.
Theoretical and empirical analysis of factors affecting labor force participation rates, unemployment levels, employment distribution, hours of work, and labor mobility. Concepts and measurement methods.

817. Methods of Program Evaluation
Summer. 4(3-0) Approval of school.
Principles of benefit-cost analysis, cost-effectiveness analysis, and other methods of evaluation applicable to human resource programs.

823. Organizational Behavior in Labor and Industrial Relations
Fall, Winter, Summer. 4(4-0) Approval of school. Interdepartmental with the Department of Sociology.
Analysis of why organizations, individuals and groups in unions, management and government act as they do in industrial relations situations with emphasis on sociological, psychological and cultural factors.

824. Employment Relations
Fall, Winter, Spring. 4(3-0) Approval of school.
A social system approach to employment relations and employee utilization in private and public organizations.

825. Employee Compensation and Incentives
Spring, Summer. 4(3-0) Approval of school.
Theory and practice of payment systems in private and public employment. Compensation and motivation. Job evaluation and performance review. Incentive plans, executive compensation, and fringe benefits.

826. Organizational Development
Fall, Summer. 4(4-0) LIR 823 or approval of school.
Application of general systems and organizational behavior theories to the problems of organizational change and development in labor and industrial relations, with particular emphasis on the roles of leadership and change agents.

832. Data Sources in Labor and Industrial Relations
Fall, Winter, Summer. 3(3-0) One undergraduate statistics course and approval of school.
Review evaluation and utilization of published data on labor and industrial relations. Methods of presentation, report writing. Index numbers, time series decomposition.

834. Survey Methods in Labor and Industrial Relations
Fall, Summer. 3(3-0) One undergraduate statistics course and approval of school.
Design and conduct of data collection operations applied to labor and industrial relations. Sample design and sampling procedures. Design of questionnaires and interview schedules. Field operations. Data editing and coding.

841. Collective Bargaining in Public Employment
Spring, Summer. 4(3-0) LIR 858, LIR 863, or approval of school.
History and current status of collective bargaining practices and governmental policies in the public sector.

854. Comparative Industrial Relations Systems
Spring. 4(3-0) LIR 801, LIR 858, LIR 863, or approval of school.
Comparative analysis of industrial relations systems of countries in various stages of economic development.

857. Wage Theory
Fall. 3(3-0) EC 324, EC 326 or approval of school. Interdepartmental with and administered by the Department of Economics.
Advanced analysis of: theories of wage determination; labor market research; economic effects of collective bargaining upon the national wage structure, output, employment, distribution of national income, the price level, nature and effects of government wage policies.

858. Collective Bargaining
Fall, Winter, Spring. 3(3-0) EC 305, or approval of department. Open to graduate students in economics and related fields such as labor and industrial relations, psychology, sociology, anthropology, political science, business, and history. Interdepartmental with the Department of Economics.
Problems and issues in the administration and negotiation of collective bargaining agreements; includes both economic and noneconomic aspects of industrial relations policies and practices.

863. Law of Labor-Management Relations
Fall, Winter, Spring. 4(4-0) Approval of school.
The National Labor Relations Act as amended: rights to organize and undertake concerted activity; legal framework of contract negotiations; representation of bargaining unit members; union member rights; proposed statutory changes.

865. Grievance Administration and Arbitration
Winter, Spring. 4(3-0) LIR 858, LIR 863 or approval of school.
Grievance procedure and arbitration as the terminal step in the grievance process. Analysis of industrial common law.

868. Equal Employment Opportunity and Occupational Safety and Health Policy
Spring, Summer. 4(4-0)
Major emphasis on government policies to promote equal employment opportunity, their scope and impact on collective bargaining. Attention also given to governmental policies to protect workers from substandard working conditions.

881. Special Topics in Labor and Industrial Relations
Winter. 2(2-0) to 4(4-0) May reenroll for a maximum of 8 credits. Twelve graduate credits or approval of school.
Intensive analysis of special topics in collective bargaining, employment relations, or manpower.

895. Readings in Labor and Industrial Relations
Fall, Winter, Spring, Summer. Variable credit. May reenroll for a maximum of 8 credits. Approval of school.

899. Master's Thesis Research
Fall, Winter, Spring, Summer. Variable credit. May reenroll for a maximum of 9 credits. Approval of school.

911. Seminar in Manpower
Summer. 4(3-0) Approval of school.
Critical study of research and policy on selected manpower problems.

923. Seminar in Organizational Behavior
Winter. 4(4-0) Approval of school.
Research and policy on selected problems of organizational behavior in labor and industrial relations.

958. Seminar in Collective Bargaining and Trade Union Behavior
Spring. 4(3-0) EC 858 or approval of school.
Critical study of selected contemporary areas and issues in collective bargaining.