

HUMAN RESOURCES AND EMPLOYMENT RELATIONS CERTIFICATE

Learn the foundations of recruiting, selecting, developing and rewarding employees through our Human Resources and Employment Relations certificate program.

This graduate-level, five-course certificate is ideal for students interested in the fundamentals of human resources management who have three or more years of professional work experience or have completed one HR course (graduate or undergraduate) within the last three years.

RELATED PROGRAMS

Master's

- Human Resources (MSHR) (<https://catalog.luc.edu/graduate-professional/business/human-resources-mshr/>)
- Next Generation MBA (MBA) (<https://catalog.luc.edu/graduate-professional/business/next-generation-mba/>)

Curriculum

Students should have three or more years of professional work experience or have completed one HR course (graduate or undergraduate) within the last three years. All courses completed in the certificate program can be applied toward a Quinlan MBA Degree (<https://www.luc.edu/quinlan/academics/graduatedegrees/mba/>) or M.S in Human Resources (<https://catalog.luc.edu/graduate-professional/business/human-resources-mshr/>).

Code	Title	Hours
Prerequisite Course		
HRER 417N	Managing and Motivating in the Workplace	3
Required Courses		
HRER 413	Compensation	3
HRER 429	Human Resource Development	3
HRER 462	Employment Relations	3
HRER 463	Staffing	3
HRER 501	Performance Management	3
Total Hours		15

Suggested Sequence of Courses

The below sequence of courses is meant to be used as a suggested path for completing coursework. An individual student's completion of requirements depends on course offerings in a given term as well as the start term for a major or graduate study. Students should consult their advisor for assistance with course selection.

Course	Title	Hours
Year 1		
Fall		
HRER 413	Compensation	3
HRER 462	Employment Relations	3
Hours		6

Winter		
HRER 429	Human Resource Development	3
Hours		3
Spring		
HRER 463	Staffing	3
Hours		3
Year 2		
Fall		
HRER 501	Performance Management	3
Hours		3
Total Hours		15

Graduate & Professional Standards and Regulations

Students in graduate and professional programs can find their Academic Policies in Graduate and Professional Academic Standards and Regulations (<https://catalog.luc.edu/graduate-professional-academic-standards-regulations/>) under their school. Any additional University Policies supercede school policies.

Learning Outcomes

Completion of the HRER certificate allows you to leverage knowledge and skills to work as a highly effective human resources management professional or as a manager who partners effectively with human resources departments to acquire, develop, and reward talented employees.

Specific skills developed include:

- International human resources.
- Staffing; Compensation/benefits.
- Employment relations.
- Employee development.
- Analytical, team, and communication skills.
- Business ethics and social responsibility.