

# Labor Relations

## Background -

Generally, working in the Labor Relations specialization of Human Resources requires a focus on how employees interact with one another. Working with other team members to mediate, investigate and identify union and employee issues is a crucial duty that would be required. In addition, topics such as compliance, employee contracts and assessing impacts of change within the organization would also play a key role in this position.

**What can I expect to earn in this field?** \$61,800\* generally see much higher wages for open positions and with experience

**What classes at GVSU may help me in my career?** Discuss with your advisor which courses among those on this list, along with other courses not listed here, would best serve your career goals.

1. **PSY 349** – Psychology applied to media
2. **PSY 360** – Social Psychology
3. **PSY 310** – Behavior Modification
4. **PSY 381** – Group Dynamics
5. **COM 301** – Interpersonal Communications
6. **BUS 201** – Legal Environment For Business
7. **Significant background knowledge in business**

**(i.e. minor, major) may be necessary to be successful in this career**



**What experiences outside of class could I explore?** Join the Society for Human Resources Management (SHRM). The purpose of the SHRM is to aid its members in becoming more effective in the field through group projects and activities, publications, speakers, and employment assistance.

**What skills are important for someone in this field to have?** Effective computer skills, ability and capacity to analyze projects and data related to the organization, leadership skills and communication skills (written and oral). In addition, the ability to work independently or with others to quickly enact change and make decisions.

**Possible Employers** – Can work within any organization. Generally, large corporations have tiers of specialists and managers in labor relations. Specific job duties would differ depending on the number of employees and size of human resource department.

**Michigan Public Employer Labor Relations Association** – Certifications in Labor Relations. Demonstrates that you are continuing your education while working in the field.

\*Average Salary from bls.gov for “Labor Relation Specialists” (2016)