

EMPLOYMENT RELATIONS

Departmental Notes

Subject Code for Employment Relations: **EMPR**

Subject Code for Industrial Relations (Graduate Studies): **MIR**

World Wide Web Address: <https://www.queensu.ca/employment-studies/>

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Overview

The study of employment relations has a long tradition at Queen's. Programs offered at both the graduate and undergraduate levels provide a broad foundation for students entering the world of work and include courses in labour-management relations, labour and employment law, conflict management and negotiations, economics, human resources management, organizational behaviour, and labour policy.

There are two undergraduate level programs in Employment Relations: a Certificate in Employment Relations (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-certificate/>) and the Employment Relations BA General (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-general-arts-ba/>)/Minor (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-minor-arts/>). The two programs differ primarily in the number of credits required, the resulting credential, and who is eligible.

The Certificate in Employment Relations (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-certificate/>) requires completing 15.00 units and can be completed fully online (by completing five (5) online courses) or through a combination of online and in-class courses (to total five (5) courses). It is open to current undergraduate

degree students at Queen's University as well as to current and new part-time students.

The BA General (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-general-arts-ba/>)/Minor (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-minor-arts/>) in Employment Relations requires completing 30.00 units and is open to current undergraduate degree students at Queen's University. The Minor Plan in Employment Relations, in combination with a Major Plan in another subject, and with sufficient electives, will lead to an Honours Bachelor Degree. The Employment Relations General Plan, with sufficient electives to total 90.00 units will lead to a Bachelor of Arts degree.

Advice for Students

The Certificate and the BA General/Minor in Employment Relations open a number of possible career paths in both the public and private sectors and compliment a wide range of careers in other disciplines such as business, policy, and labour law. Below are some considerations when choosing which program to pursue.

The Certificate in Employment Relations (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-certificate/>) program can be taken either in conjunction with a degree program, in which case the Arts and Science regulations concerning limited double counting of courses apply; or the Certificate can be earned as a stand-alone credential. New part-time students for the Certificate need to meet existing admission criteria for certificates. New part-time student applicants can also enter the Faculty of Arts and Science as non-degree students and, if they meet Arts and Science eligibility criteria for progression to a degree program, can enrol in the Certificate program at a later date. All students enrolled in the Certificate in Employment Relations program need to meet the Faculty of Arts and Science progression criteria.

Whether the BA General (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-general-arts-ba/>)/Minor (<https://queensu-ca-public.courseleaf.com/arts-science/schools-departments-programs/employment-relations/employment-relations-minor-arts/>) in Employment Relations is taken in conjunction with a Major degree program or the General plan, the appropriate Arts and Science regulations concerning



completion of degree plans apply. The BA in EMPR will normally be completed in three years of full-time study. All students enrolled in the BA General/Minor in Employment Relations program need to meet the Faculty of Arts and Science progression criteria.

Note: Students wishing to take a course at the 200- or 300-level, for which they lack the stated prerequisites, may appeal to the Course Instructor to have the prerequisites waived.