HUMAN RESOURCES AND EMPLOYMENT RELATIONS

Graduate Program Head
Paul F. Clark

Program Code
HRER

Campus(es)
University Park (M.S.)
World Campus (M.P.S.)

Degrees Conferred
Master of Science (M.S.)
Master of Professional Studies (M.P.S.)
Integrated B.S. in Labor and Employment Relations and M.S. in Human Resources and Employment Relations
Integrated B.S. in Labor and Employment Relations and M.P.S in Human Resources and Employment Relations
Integrated B.S. in Psychology and M.S. in Human Resources and Employment Relations
Integrated B.S. in Spanish and M.S. in Human Resources and Employment Relations
Joint J.D./M.S. with Penn State Law

The Graduate Faculty
View (https://secure.gradsch.psu.edu/gpms/index.cfm?searchType=fac&prog=HRER)

Master of Science in Human Resources and Employment Relations
The Master of Science (M.S.) degree in Human Resources and Employment Relations (HRER) is a two-year program designed for students anticipating careers in some aspect of labor and human resources or labor-management relations. The program has the following objectives:

- provide students with an understanding of the roles employers, employees, employee organizations and unions, and public policy makers play in the employment relationship;
- familiarize students with the complex personal and organizational issues inherent in the employment relationship;
- prepare students to systematically analyze complex issues and evaluate research results in the process of administering labor and human resource systems;
- prepare students for advanced graduate or professional training beyond the master’s degree; and
- prepare students for employment as practitioners in the field.

Master of Professional Studies in Human Resources and Employment Relations
The M.P.S. in Human Resources and Employment Relations (HRER) is a 33 credit program of study for professionals working in human resources/employment relations or considering a career in some aspect of human resources and employment relations. The program will prepare students to:

- understand the roles that employers, employees, employee organizations and unions, and public policy makers play in the employment relationship;
- analyze the complex personal, legal, and organizational issues inherent in the employment relationship;
- understand the ethical dimensions of human resource and employment relations; and
- analyze complex issues and evaluate research results in the process of administering labor and human resource systems;

Courses include the study of employment law, labor and employment relations, human resources, workplace organization, labor markets, ethics, the employment relationship, recruiting/selection, compensation and benefits, workforce development, and diversity in the workplace.

The program highlights the changing nature of the HRER field, including the impact of the globalization of private and public organizations and the growing importance of diversity in the workforce. It culminates in a capstone class in which students will demonstrate their understanding of the curriculum and apply it to their professional areas of interest. Upon completion of the M.P.S. HRER, students will be equipped to work as professionals in human resource management, employment relations, and general management with private employers, unions, government agencies, and non-profit organizations.

Admission Requirements
Applicants apply for admission to the program via the Graduate School application for admission (http://gradschool.psu.edu/prospective-students/how-to-apply). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions (http://gradschool.psu.edu/graduate-education-policies).

Master of Professional Studies (M.P.S.)
Students who do not have a GPA of at least 3.0 will be considered on a case-by-case basis depending on the quality of their overall application. Applicants who are still completing their baccalaureate requirements at the time of application may be provisionally admitted (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/provisional-admission) to the Graduate School. Completion of admission in such cases is dependent upon receipt of the missing credentials. Students are also expected to have a minimum of two years of full-time work experience prior to admission.

Admissions decisions for the program are based on the quality of the applicant’s credentials. The decisions are based on a review of the complete application portfolio. During the admission process, students who are better suited for another graduate level program will be encouraged to apply to the appropriate program. Applicants to the M.P.S. HRER must submit the following materials:

- A 2-3 page essay articulating career and educational goals that demonstrates the applicant’s written communication skills.
- Documentation of a minimum of two years of full-time work and a resume should be attached as a supplement;
- Three letters of recommendation that attest to the applicant’s readiness for graduate study and document the requisite minimum of two years of work experience;
- Official transcripts from all post-secondary institutions attended (http://www.gradschool.psu.edu/prospective-students/how-to-apply/new-applicants/requirements-for-graduate-admission).
Graduate Record Examination (GRE) scores are not required.

**Master of Science (M.S.)**

Applicants to the M.S. HRER program:

- Must submit a 2-3 page essay articulating career and educational goals that demonstrates the applicant's written communication skills.
- Must submit scores from the Graduate Record Examinations (GRE) or the Graduate Management Admission Test (GMAT)
- Must submit official transcripts from all post-secondary institutions attended (http://www.gradschool.psu.edu/prospective-students/how-to-apply/new-applicants/requirements-for-graduate-admission). Applicants with a 3.00 junior/senior grade-point average (on a 4.00 scale) will be considered for admission. Exceptions to the minimum grade-point average may be made at the discretion of the program for students with special backgrounds, abilities, and interests.
- Must submit three letters of recommendation sent from people who can adequately assess the student's likelihood of completing the graduate program.
- Must have successfully completed an undergraduate statistics course plus a minimum of 12 undergraduate credits in the social sciences as part of their baccalaureate degree.

**Degree Requirements**

**Master of Professional Studies (M.P.S.)**

Requirements listed here are in addition to Graduate Council policies listed under GCAC-700 Professional Degree Requirements (http://gradschool.psu.edu/graduate-education-policies).

Students pursuing the M.P.S. in HRER are required to complete a concentration designed to provide the student an opportunity to develop expertise in a specific area of human resources and employment relations.

Students will choose and complete one concentration which will include 6 credits beyond the 27 required core course credits. Students will be required to complete the capstone project in their area of concentration. For example, students choosing the Benefits and Compensation concentration are required to complete a capstone project that focuses on some aspect of benefits and compensation. The program culminates with a research project which is completed through the capstone course, HRER 894.

Total Required Credits for the M.P.S.: 33 credits at the 400-level or higher; at least 18 credits must be at the 500 or 800 level, with at least 6 credits at the 500-level.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
<td>3</td>
</tr>
<tr>
<td>HRER 504</td>
<td>Seminar in Employment Relations</td>
<td>3</td>
</tr>
<tr>
<td>HRER 505</td>
<td>Seminar in Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>HRER 802</td>
<td>Human Behavior and Organizational Performance</td>
<td>3</td>
</tr>
<tr>
<td>HRER 803</td>
<td>Human Resources in Multinational Enterprises</td>
<td>3</td>
</tr>
<tr>
<td>HRER 816</td>
<td>Labor Market Analysis</td>
<td>3</td>
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<tr>
<td>or HRER 825</td>
<td>Strategic Business Tools for HRER Professionals</td>
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<tr>
<td>HRER 836</td>
<td>Diversity in the Workplace</td>
<td>3</td>
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<tr>
<td>HRER 860</td>
<td>Ethical Decision Making for HR Practitioners</td>
<td>3</td>
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</table>

**Electives**

Select 6 credits in one of the following concentration areas:

<table>
<thead>
<tr>
<th>Codes</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td></td>
<td><strong>Benefits and Compensation</strong></td>
<td></td>
</tr>
<tr>
<td>LER 424</td>
<td>Employment Compensation</td>
<td></td>
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<tr>
<td>LER 425</td>
<td>Employee Benefits</td>
<td></td>
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<tr>
<td></td>
<td><strong>Employment and Labor Law</strong></td>
<td></td>
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<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
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<tr>
<td>HRER 811</td>
<td>Labor and Employment Law II</td>
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<tr>
<td></td>
<td><strong>Ethics and Leadership</strong></td>
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<tr>
<td>LER 464</td>
<td>Communication Skills for Leaders in Groups and Organizations</td>
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<tr>
<td>LER 409</td>
<td>Leadership Development: A Life-Long Learning Perspective</td>
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<td>or LER 465</td>
<td>Collective Decision Making</td>
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<td></td>
<td><strong>International Human Resources and Employment Relations</strong></td>
<td></td>
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<tr>
<td>LER 403</td>
<td>International Human Resource Studies</td>
<td></td>
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<tr>
<td>HRER 801</td>
<td>Comparative and International Employment and Labor Law</td>
<td></td>
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<tr>
<td>or LER 400</td>
<td>Comparative Employment Relations Systems</td>
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<td></td>
<td><strong>Labor and Collective Bargaining</strong></td>
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<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
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<tr>
<td>LER 435</td>
<td>Labor Relations in the Public Sector</td>
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<td></td>
<td><strong>Labor Unions: Organization and Strategy</strong></td>
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<tr>
<td>LER 466</td>
<td>Labor Union Structure, Administration and Governance</td>
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<tr>
<td>LER 468</td>
<td>American Labor Unions</td>
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<td></td>
<td><strong>Staffing, Training, and Development</strong></td>
<td></td>
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<tr>
<td>LER 426</td>
<td>Staffing and Training Strategies in Organizations</td>
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<tr>
<td>or WFED 471</td>
<td>Training in Industry and Business</td>
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<tr>
<td>WFED 573</td>
<td>Needs Assessment for Workforce Development Professionals</td>
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<td></td>
<td><strong>Culminating Experience</strong></td>
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<tr>
<td>HRER 894</td>
<td>Research Topics (Capstone Project)</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Credits 33

**Master of Science (M.S.)**

Requirements listed here are in addition to Graduate Council policies listed under GCAC-600 Research Degree Requirements. (http://gradschool.psu.edu/graduate-education-policies)

A minimum of 37 credits at the 400, 500, or 800 level is required; with at least 18 credits in the 500 and 600 series. A minimum of 12 credits in course work (400, 500, and 800 series) must be completed in HRER. If the student chooses to write a thesis, at least 6 credits in thesis research (HRER 600) must be completed. If the student chooses the research paper option, at least 18 credits must be in 500-level courses.

For the degree, an overall 3.00 (B) grade-point average must be earned in the 400, 500, and 800-level courses, and a grade of B or above must be earned in all 500-level courses. Required courses are offered once per academic year and elective courses at least once every two academic years.

<table>
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<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
<td>3</td>
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</table>
The graduate curriculum provides for a more intensive, individualized, intense, accelerated program of study. Students will develop expertise in the human resources and employment relations field beyond the B.S. degree. A student's thesis should reflect their chosen emphasis. The thesis must be accepted by the student's advisers and/or committee members, the head of the graduate program, and the Graduate School, and the student must pass a thesis defense.

The HRER research paper option is intended for students anticipating additional graduate education beyond the master's degree. A student's research paper should reflect their chosen emphasis in consultation with their master's advisory committee. A student's research paper should reflect their chosen emphasis.

Integrated Undergrad-Grad Programs

Integrated B.S. in Labor and Employment Relations and M.P.S. in Human Resources and Employment Relations

Requirements listed here are in addition to requirements listed in GCAC-210 Integrated Undergraduate-Graduate (IUG) Degree Programs (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-210-integrated-undergraduate-graduate-degree-programs).

The integrated LER B.S. and HRER M.P.S is a five-year program designed for academically talented World Campus baccalaureate students to obtain both the B.S. and the M.P.S. degrees in LER and HRER in an intense, accelerated program of study. Students will develop expertise in the human resources and employment relations field beyond the B.S. degree. The undergraduate curriculum introduces students to:

1. the roles employers, employees, employee organizations and public policy makers play in the employment relationship,
2. the complex personal and organizational issues inherent in the employment relationship
3. the laws that form the legal framework for the employee-employer relationship, and
4. the tools needed to systematically analyze those complex issues and evaluate research relevant to those analyses.

The graduate curriculum provides for a more intensive, individualized, and focused examination of the human resources and employment relations field. It also provides an opportunity for students to explore a concentrated sub-area of the HRER field in depth. Upon completion of the integrated degree, students will have gained advanced knowledge and expertise from conducting and analyzing empirical work and participating in online classes that can be directly applied to the workplace.

Admission Requirements

Students apply to the program via the Graduate School application for admission (http://www.gradschool.psu.edu/prospective-students/how-to-apply), and must meet the admission requirements of the Graduate School, as well as the admission requirements for the Master of Professional Studies degree in HRER.

Admissions decisions for the B.S./M.P.S. program are based on the quality of the applicant's credentials. The decisions are made after a review of the complete application portfolio. The integrated B.S./M.P.S. program will be limited to highly talented undergraduates. Applicants to the integrated program:

- must be enrolled in the LER B.S. program;
- shall be admitted no earlier than the beginning of the third semester of undergraduate study at Penn State (regardless of transfer or AP credits accumulated prior to enrollment) and no later than the end of the second week of the semester preceding the semester of expected conferral of the undergraduate degree, as specified in the proposed IUG plan of study;
- must have an overall GPA of 3.4 (on a 4.0 scale) in undergraduate course work and a minimum GPA of 3.6 in the major;
- must submit 2 letters of recommendation from current or previous Penn State instructors and 1 additional letter of recommendation (either professional or academic);
- must submit a writing sample, a resume, and 2-3 page essay articulating career and educational goals that demonstrates the applicant’s written communication skills;
- must present an approved plan of study (to be determined in consultation with the student’s undergraduate adviser and the Graduate Director, and to be signed by both; the approved Plan of Study should be reviewed periodically with an adviser as the student advances through the program); and
- must possess the equivalent of two years of full-time work experience prior to admission.

No GRE or GMAT scores are required for admission to the program.

Degree Requirements

To earn the Master of Professional Studies degree in HRER, students in the IUG program must complete all of the degree requirements for the Master of Professional Studies, with one exception. The requirement for the 3-credit course HRER 860 is waived for students accepted into the IUG degree program, as a course required for the B.S. in Labor and Employment Relations covers the same material. Students must choose an additional 3-credit elective in consultation with their advisers to meet the minimum 33 credits required for the M.P.S. degree.

9 credits (400-level and above) can apply to both undergraduate and graduate degrees. Students can choose which 9 credits will double-count for both the undergraduate and graduate degrees from the following list:

<table>
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<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER 458Y</td>
<td>History of Work in America</td>
<td>3</td>
</tr>
</tbody>
</table>
At least 6 of the 12 double-counted credits must be at the 500- or 800-level. The graduate thesis or other graduate culminating/capstone experience (including any associated credits and/or deliverables) may not be double counted towards any other degree.

If students accepted into the IUG program are unable to complete the M.P.S. degree, they are still eligible to receive their undergraduate degree if all the undergraduate degree requirements have been satisfied.

**Integrated B.S. in Labor and Employment Relations and M.S. in Human Resources and Employment Relations**

Requirements listed here are in addition to requirements listed in GCAC-210 Integrated Undergraduate-Graduate (IUG) Degree Programs [http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-210-integrated-undergraduate-graduate-degree-programs](http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-210-integrated-undergraduate-graduate-degree-programs).

The integrated LER B.S. and HRER M.S. is a five-year program designed for academically talented baccalaureate students to obtain both the B.S. and the M.S. degrees in LER and HRER with five years of study. Students will develop expertise in the human resources and labor relations fields beyond the B.S. degree. The undergraduate curriculum educates students about:

1. the roles of employers, employees, employee organizations and public policy makers play in the employment relationship,  
2. the complex personal and organizational issues inherent in the employment relationship  
3. and how to systematically analyze those complex issues and evaluate research relevant to those analyses.

The graduate curriculum provides for more individualized, focused learning in a concentrated sub-area of the HRER field. The program culminates with an M.S. thesis or research paper. Upon completion of the integrated degree, students will enter the workforce with advanced knowledge and expertise gained from conducting and analyzing empirical work and participating in seminar-style classes.

**Admission Requirements**

Students apply to the program via the Graduate School application for admission (http://www.gradschool.psu.edu/prospective-students/how-to-apply), and must meet the admission requirements of the Graduate School, as well as the admission requirements for the Master of Science degree in HRER.

The number of openings in the integrated B.S./M.S. program will be limited to undergraduates with strong academic records. Applicants to the integrated program:

1. must be enrolled in the LER B.S. program;  
2. shall be admitted no earlier than the beginning of the third semester of undergraduate study at Penn State (regardless of transfer of AP credits accumulated prior to enrollment) and no later than the end of the second week of the semester preceding the semester of expected conferral of the undergraduate degree, as specified in the proposed IUG plan of study;

3. must have an overall GPA of 3.2 (on a 4.0 scale) in undergraduate course work and a minimum GPA of 3.5 in the major;
4. must obtain letters of recommendation from the chairs of the Department's undergraduate and graduate committees; and
5. must submit a writing sample, 2 transcripts, 1 letter of recommendation (in addition to those from the chairs of the Department's undergraduate and graduate committees), and a career statement.

In consultation with an adviser, students must prepare a plan of study appropriate to this integrated program. Students must present their plan of study in person to the head of the graduate program or the appropriate committee overseeing the integrated program prior to being admitted to the program. The plan should cover the entire time period of the integrated program, and it should be reviewed periodically with an adviser as the student advances through the program.

No GRE or GMAT scores are required for admission to the program.

**Degree Requirements**

To earn the Master of Science degree in HRER, students in the IUG program must complete all of the degree requirements for the Master of Science, with one exception. The requirement for the 1-credit course HRER 510 is waived for students accepted into the IUG degree program. HRER 510 is intended to familiarize new students with the field and the department, and it is anticipated that IUG students will already have a foundation in the field. Therefore, the total minimum credits required for the M.S. for students accepted into the IUG program is 36.

12 credits may be applied to both undergraduate and graduate degree program requirements. Students can choose which 12 credits will double-count for both the undergraduate and graduate degrees from the following list:

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<td>LER 458Y</td>
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<td>3</td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
<td>3</td>
</tr>
<tr>
<td>HRER 502</td>
<td>Human Behavior at Work</td>
<td>3</td>
</tr>
<tr>
<td>HRER 504</td>
<td>Seminar in Employment Relations</td>
<td>3</td>
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<tr>
<td>HRER 505</td>
<td>Seminar in Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>HRER 516</td>
<td>Labor Market Analysis</td>
<td>3</td>
</tr>
</tbody>
</table>

At least 6 of the 12 double-counted credits must be at the 500-level. The graduate thesis or other graduate culminating/capstone experience (including any associated credits and/or deliverables) may not be double counted towards any other degree.

If students accepted into the IUG program are unable to complete the M.S. degree, they are still eligible to receive their undergraduate degree if all the undergraduate degree requirements have been satisfied.

**Integrated B.S. in Psychology and M.S. in Human Resources and Employment Relations**

Requirements listed here are in addition to requirements listed in GCAC-210 Integrated Undergraduate-Graduate (IUG) Degree Programs [http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-210-integrated-undergraduate-graduate-degree-programs](http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-210-integrated-undergraduate-graduate-degree-programs).
The integrated Psychology (PSYBS) B.S. and Human Resources and Employment Relations (HRER) M.S. is a five-year program designed for academically-talented undergraduate Psychology baccalaureate students to obtain both the B.S. degree in Psychology and the M.S. degree in HRER in an intense, accelerated program of study. Students will develop expertise in the human resources and employment relations field beyond that provided by their Psychology B.S. degree. The undergraduate psychology curriculum potentially introduces students to:

1. personnel selection,
2. training and development, and
3. organizational psychology.

The graduate curriculum provides for a more intensive, individualized, and focused examination of the human resources and employment relations field, including:

1. the roles employers, employees, employee organizations, and public policy makers play in the employment relationship,
2. the complex personal and organizational issues inherent in the employment relationship,
3. the laws that form the legal framework for the employee-employer relationship,
4. the tools needed to systematically analyze those complex issues and evaluate research relevant to those analyses, and
5. human resource management policies and practices that contribute to individual and organizational success.

It also provides an opportunity for students to explore a concentrated sub-area of the HRER field in depth. The program culminates with the student either completing a thesis or master’s paper. Upon completion of the integrated degree, students will be well-positioned to assume positions of greater responsibility in Industrial/Organizational Psychology, Human Resource Management, Employment Relations, and related careers as a result of the advanced knowledge and expertise gained through the program.

**Admission Requirements**

Students apply to the program via the Graduate School application for admission (http://www.gradschool.psu.edu/prospective-students/how-to-apply), and must meet the admission requirements of the Graduate School, as well as the admission requirements for the Master of Science degree in HRER.

Admission decisions for the B.S. Psychology /M.S. Human Resources and Employment Relations program are based on the quality of the applicant’s credentials. The decisions are made after a review of the complete application portfolio. The integrated B.S./M.S. program will be limited to highly-talented undergraduates. Applicants to the integrated program:

- Must be enrolled in the PSYBS program, pursuing the Business Option, with the successful completion of PSYCH 281, and one of the following: PSYCH 482, PSYCH 484 or PSYCH 485
- Shall be admitted no earlier than the beginning of the third semester of undergraduate study at Penn State (regardless of transfer or AP credits accumulated prior to enrollment) and no later than the end of the second week of the semester preceding the semester of expected conferral of the undergraduate degree, as specified in the proposed IUG plan of study;
- Must have an overall GPA of 3.2 (on a 4.0 scale) in undergraduate course work and a minimum GPA of 3.5 in the major;
- Must submit three letters of recommendation; and
- Must submit a writing sample, a resume, and a 2-3 page essay articulating career and educational goals that demonstrates the applicant’s written communication skills.

In consultation with an adviser, students must prepare a plan of study appropriate to this integrated program. Students must present their plan of study in person to the head of the graduate program or the appropriate committee overseeing the integrated program prior to being admitted to the program. The plan should cover the entire time period of the integrated program, and it should be reviewed periodically with an adviser as the student advances through the program.

No GRE or GMAT scores are required for admission to the program.

**Degree Requirements**

Students must fulfill all degree requirements for each degree in order to be awarded that degree, subject to the double-counting of credits as outlined below. Degree requirements for the Bachelor of Science in Psychology are listed in the Undergraduate Bulletin (http://bulletins.psu.edu/undergraduate). Degree requirements for the Master of Science in Human Resources and Employment Relations degree are listed on the Degree Requirements tab.

12 credits may be applied to both undergraduate and graduate degree program requirements. Students can choose which 12 credits will double-count for both the undergraduate and graduate degrees from the following list:

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<thead>
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<tbody>
<tr>
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<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>HRER 500</td>
<td>Topics in Comparative Industrial Relations</td>
<td>3-6</td>
</tr>
<tr>
<td>HRER 501</td>
<td>Labor and Employment Law</td>
<td>3</td>
</tr>
<tr>
<td>HRER 502</td>
<td>Human Behavior at Work</td>
<td>3</td>
</tr>
<tr>
<td>HRER 503</td>
<td>Seminar in International Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>HRER 504</td>
<td>Seminar in Employment Relations</td>
<td>3</td>
</tr>
<tr>
<td>HRER 505</td>
<td>Seminar in Human Resources</td>
<td>3</td>
</tr>
</tbody>
</table>

At least 6 of the 12 double-counted credits must be at the 500-level. The graduate thesis or other graduate culminating/capstone experience (including any associated credits and/or deliverables) may not be double counted towards any other degree. Students accepted into the program can receive their B.S. in Psychology if they are unable to complete the M.S. in HRER.

**Integrated B.S. in Spanish and M.S. in Human Resources and Employment Relations**

Requirements listed here are in addition to requirements listed in GCAC-210 Integrated Undergraduate-Graduate (IUG) Degree Programs (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-210-integrated-undergraduate-graduate-degree-programs).

The integrated Spanish B.S. and HRER M.S. is a five-year program designed for highly qualified and motivated students seeking employment within a culturally diverse workplace. Students will develop basic skills in speaking, understanding, reading, and writing Spanish. Students will gain familiarity with Hispanic cultures through literature and
the University's international education program, if they choose to have that experience. Students also will learn about:

1. the roles that employers, employees, employee organizations, and public policy makers play in the employment relationship,
2. the complex personal and organizational issues inherent in the employment relationship, and
3. how to systematically analyze those complex issues and evaluate research relevant to those analyses.

Admission Requirements
Students apply to the program via the Graduate School application for admission (http://www.gradschool.psu.edu/prospective-students/how-to-apply), and must meet the admission requirements of the Graduate School, as well as the admission requirements for the Master of Science degree in HRER.

The number of openings in the integrated B.S./M.S. program will be limited to undergraduates with strong academic records. Applicants to the integrated program:

- must be enrolled in the Spanish B.S. program
- shall be admitted no earlier than the beginning of the third semester of undergraduate study at Penn State (regardless of transfer or AP credits accumulated prior to enrollment) and no later than the end of the second week of the semester preceding the semester of expected conferral of the undergraduate degree, as specified in the proposed IUG plan of study;
- must have an overall GPA of 3.2 (on a 4.0 scale) in undergraduate course work and a minimum GPA of 3.5 in the major;
- must obtain letters of recommendation from the chairs of the Spanish undergraduate committee and the HRER graduate committee; and
- must submit a writing sample, 2 transcripts, 1 letter of recommendation (in addition to those from the chairs of the Department’s undergraduate and graduate committees), and a career statement.

In consultation with an adviser, students must prepare a plan of study appropriate to this integrated program. Students must present their plan of study in person to the head of the graduate program or the appropriate advisers as the student advances through the program.

No GRE or GMAT scores are required for admission to the program.

Degree Requirements
To earn the Master of Science degree in HRER, students in the IUG program must complete all of the degree requirements for the Master of Science.

12 credits may be applied to both undergraduate and graduate degree program requirements. Students can choose which 12 credits will double-count for both the undergraduate and graduate degrees from the following list:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 400</td>
<td>Comparative Employment Relations Systems</td>
<td>3</td>
</tr>
<tr>
<td>LER 458Y</td>
<td>History of Work in America</td>
<td>3</td>
</tr>
</tbody>
</table>

At least 6 of the 12 double-counted credits must be at the 500-level. The graduate thesis or other graduate culminating/capstone experience (including any associated credits and/or deliverables) may not be double counted towards any other degree.

If students accepted into the IUG program are unable to complete the M.S. degree, they are still eligible to receive their undergraduate degree if all the undergraduate degree requirements have been satisfied.

Joint Degrees
Joint J.D. / M.S. with Penn State Law
Requirements listed here are in addition to requirements listed in GCAC-211 Joint Degree Programs (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-211-joint-degree-programs).

Penn State Law and the Human Resources and Employment Relations graduate program (HRER) offer a joint degree program leading to a Juris Doctor (J.D.) and a Master of Science (M.S.) in Human Resources and Employment Relations.

Admission Requirements
The number of openings in the joint degree J.D./M.S. program will be limited to students with an outstanding academic record who have successfully completed the first-year curriculum (https://pennstatelaw.psu.edu/academics/jd-program) at Penn State Law. Admissions requirements and applications for admission for Penn State Law are available at the J.D. Admissions (https://pennstatelaw.psu.edu/penn-state-law-jd-admissions) section of the Penn State Law website.

Students apply to the joint degree program via the Graduate School application for admission (http://www.gradschool.psu.edu/prospective-students/how-to-apply), and must meet the admission requirements of the Graduate School, as well as the admission requirements for the Master of Science degree in HRER.

Applicants to the joint degree program:

- must have been admitted to Penn State Law;
- must have successfully completed the first-year curriculum at Penn State Law with a minimum grade point average of 3.0;
- must complete a plan of study, to be determined in consultation with the student’s Law School Adviser and the Director of the HRER Graduate Program;
- must submit two letters of recommendations from Penn State Law faculty;
- must submit two transcripts from Penn State Law; and
- must submit a career statement outlining the student’s objectives and reasons for applying to the program.

Please note that applicants to the J.D./M.S. HRER program are not required to submit GRE or GMAT scores.

Degree Requirements
Students must fulfill all requirements for each degree in order to be awarded that degree, subject to the double-counting of credits as outlined below. Degree requirements for the J.D. program are listed on the Penn State Law website (https://pennstatelaw.psu.edu/academics/
Learning Outcomes

Master of Professional Studies (M.P.S.)
1. Graduates will have and be able to demonstrate the necessary advanced knowledge and competence in the fields of human resources and employment relations to excel in their careers.
2. Graduates will be able to recognize and analyze practical, legal, and ethical challenges related to HRER issues in domestic and global workplaces.
3. Graduates will be able to effectively apply relevant theories and practices when solving problems in domestic and global workplaces.
4. Graduates will be able to interact effectively with other organizational leaders in helping to develop and implement organizational strategies in domestic and global workplaces.
5. Graduates will be able to effectively communicate knowledge of current topics in the fields both verbally and in writing to excel as HRER professionals.
6. Graduates will be able to conduct independent inquiries to identify current scholarship and best practices when solving problems related to HRER subject areas.

Master of Science (M.S.)
1. KNOW: Students will be able to recognize and analyze practical, legal, and ethical challenges related to HRER issues in domestic and global workplaces.
2. COMMUNICATE: Students will be able to respond appropriately to practical, legal, and ethical challenges in domestic and global workplaces using both theoretical and practical approaches of the field.
3. THINK: Students will be able to respond appropriately to practical, legal, and ethical challenges related to ER and HRM issues in domestic and global workplaces.
4. PROFESSIONAL PRACTICE: Students will be able to apply relevant theories and practices when solving problems in domestic and global workplaces.
5. APPLY/CREATE: Students will be able to interact effectively with other organizational leaders in helping to develop and implement organizational policies and strategies.

Contact

Program Contact
Erin Hetzel
506 Keller Building
University Park PA 16802
eab27@psu.edu
(814) 867-4167

Program Website
View (http://ler.nl.psu.edu)
<table>
<thead>
<tr>
<th><strong>Campus</strong></th>
<th>World Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Graduate Program Head</strong></td>
<td>Paul Clark</td>
</tr>
<tr>
<td><strong>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</strong></td>
<td>Antone John Aboud</td>
</tr>
</tbody>
</table>
| **Program Contact** | Erin Hetzel  
506 Keller Building  
University Park PA 16802  
enb27@psu.edu  
(814) 867-4167 |
| **Program Website** | View (http://www.worldcampus.psu.edu/degrees-and-certificates/human-resources-and-employment-relations-masters/overview) |