LABOR AND EMPLOYMENT RELATIONS, A.S.

Begin Campus: University Park, World Campus
End Campus: University Park, World Campus

Program Description
This Associate of Science (A.S.) degree in Labor and Employment Relations permits students to undertake a study of work and the employment relationship in the context of a liberal arts education. An introductory foundation of theoretical and professional knowledge is provided through a multidisciplinary approach. The degree draws on the perspectives of disciplines such as industrial relations, economics, history, law, sociology, and psychology.

Graduates of the Labor and Employment Relations A.S. degree program are equipped for employment in business, government, and labor organizations as labor relations assistants, personnel and human resource assistants, and payroll assistants. The degree is also appropriate preparation for the B.A. or B.S degree in Labor and Employment Relations, or other social science or business Bachelors’ degrees.

What is Labor and Employment Relations?
Every day, 135 million Americans go to work and surprising stuff happens. Welcome to the world of human resources and labor relations! Labor and Employment Relations focuses on subjects ranging from globalization and talent management, to unions and social justice, to gender equity and workers’ rights. It encompasses a variety of growing career areas, all of which address the complex social, cultural, and professional issues one is likely to encounter in modern workplaces. You will learn in a highly student-centered program with great faculty, wonderful resources, and an in-house career counselor for help as you approach completion.

You Might Like This Program If...
You want to earn a first-rate liberal arts education and a ticket to a satisfying, remunerative, and fascinating career, or continued study in one of our baccalaureate programs. Our great student groups are fun, encourage student professional development, and explore issues like voting rights, student debt, and immigration reform.

Entrance to Major
Students must have a minimum 2.0 GPA to change to this Associate degree after admission to the University.

Degree Requirements
For the Associate of Science degree in Labor and Employment Relations, a minimum of 60 credits is required:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>21</td>
</tr>
<tr>
<td>Electives</td>
<td>9</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>30</td>
</tr>
</tbody>
</table>

General Education
Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (http://bulletins.psu.edu/undergraduate/general-education/associate-degree-general-education-program) section of the Bulletin and consult your academic adviser.

Foundations (grade of C or better is required.)
- Quantification (GQ): 3 credits
- Writing and Speaking (GWS): 3 credits

Knowledge Domains
- Arts (GA): 3 credits
- Humanities (GH): 3 credits
- Social and Behavioral Sciences (GS): 3 credits
- Natural Sciences (GN): 3 credits

Foundations or Knowledge Domains
- A General Education course selected from GWS, GQ, GN, GA, GH, or GS, and may include Integrative Studies (Inter-domain or Linked) courses: 3 credits

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

University Degree Requirements
Cultures Requirement
3 credits of United States (US) or International (IL) cultures coursework are required and may satisfy other requirements

Writing Across the Curriculum
3 credits required from the college of graduation and likely prescribed as part of major requirements.

Total Minimum Credits
A minimum of 60 degree credits must be earned for a associates degree. The requirements for some programs may exceed 60 credits. Students should consult with their college or department adviser for information on specific credit requirements.

Quality of Work
Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

Limitations on Source and Time for Credit Acquisition
Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80)). For more information, check the Suggested Academic Plan for your intended program.

Requirements for the Major
A grade of C or better is required for all courses in the major. To graduate, a student enrolled in the major must earn at least a C grade in each
course designated by the major as a C-required course, as specified by Senate Policy 82-44 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44).

### Prescribed Courses

**Prescribed Courses: Require a grade of C or better**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 102</td>
<td>Introductory Microeconomic Analysis and Policy</td>
<td>3</td>
</tr>
<tr>
<td>LER 100</td>
<td>Introduction to Labor and Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>PSYCH 281</td>
<td>Introduction to Industrial-Organizational Psychology</td>
<td>3</td>
</tr>
<tr>
<td>LER/HIST 458Y</td>
<td>History of Work in America</td>
<td>3</td>
</tr>
<tr>
<td>LER 460</td>
<td>Ethics in the Workplace</td>
<td>3</td>
</tr>
</tbody>
</table>

### Additional Courses

**Additional Courses: Require a grade of C or better**

Select 6 credits of the following:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER/WMNST 136</td>
<td>Race, Gender, and Employment</td>
<td>6</td>
</tr>
<tr>
<td>LER 400</td>
<td>Comparative Employment Relations Systems</td>
<td></td>
</tr>
<tr>
<td>LER 403</td>
<td>International Human Resource Studies</td>
<td></td>
</tr>
<tr>
<td>LER 201</td>
<td>Employment Relationship: Law and Policy</td>
<td></td>
</tr>
<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td></td>
</tr>
</tbody>
</table>

### Supporting Courses and Related Areas

**Supporting Courses and Related Areas: Require a grade of C or better**

Select 3 credits of LER courses ¹

Select 6 credits in consultation with adviser of the following:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCTG 211</td>
<td>Financial and Managerial Accounting for Decision Making</td>
<td>6</td>
</tr>
<tr>
<td>AFAM 100</td>
<td>Living While Black: Themes in African American Thought and Experience</td>
<td></td>
</tr>
<tr>
<td>AFAM 110</td>
<td>Introduction to African American Studies</td>
<td></td>
</tr>
<tr>
<td>BA 243</td>
<td>Social, Legal, and Ethical Environment of Business</td>
<td></td>
</tr>
<tr>
<td>CAS 203</td>
<td>Interpersonal Communication</td>
<td></td>
</tr>
<tr>
<td>CAS 352</td>
<td>Organizational Communication</td>
<td></td>
</tr>
<tr>
<td>ECON 342</td>
<td>Industrial Organization</td>
<td></td>
</tr>
<tr>
<td>HIST 155</td>
<td>American Business History</td>
<td></td>
</tr>
<tr>
<td>HPA 460</td>
<td>Human Resource Management in Health Care Organizations</td>
<td></td>
</tr>
<tr>
<td>HM 365</td>
<td>Organizational Behavior in the Hospitality Industry</td>
<td></td>
</tr>
<tr>
<td>HM 466</td>
<td>Human Resource Management in the Hospitality Industry</td>
<td></td>
</tr>
<tr>
<td>MGMT 100</td>
<td>Survey of Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 301</td>
<td>Basic Management Concepts</td>
<td></td>
</tr>
<tr>
<td>MGMT 321</td>
<td>Leadership and Motivation</td>
<td></td>
</tr>
<tr>
<td>MGMT 341</td>
<td>Human Resource Management</td>
<td></td>
</tr>
<tr>
<td>OLEAD 100</td>
<td>Introduction to Leadership</td>
<td></td>
</tr>
<tr>
<td>OLEAD 409</td>
<td>Leadership Development: A Life-Long Learning Perspective</td>
<td></td>
</tr>
<tr>
<td>SOC 103</td>
<td>Racism and Sexism</td>
<td></td>
</tr>
<tr>
<td>SOC 110</td>
<td>Sociology of Gender</td>
<td></td>
</tr>
<tr>
<td>SOC 119</td>
<td>Race and Ethnic Relations</td>
<td></td>
</tr>
</tbody>
</table>

¹ LER courses that are used in the Additional Courses category may not be double-counted to satisfy this requirements. Some courses in this category have prerequisites that are not included in the major.

### Academic Advising

The objectives of the university's academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in- and out-of-class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee's unit of enrollment will provide each advisee with a primary academic adviser, the information need to plan the chosen program of study, and referrals to other specialized resources.

**READ SENATE POLICY 32-00: ADVISING POLICY** (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy)

### University Park

**Liberal Arts Academic Advising**

814-865-2545

http://starfish.psu.edu

http://www.la.psu.edu/current-students/undergraduate-students/education/majors-and-minors

### World Campus

**Undergraduate Academic Advising**

301 Outreach Building

University Park, PA 16802

814-863-3283

advising@outreach.psu.edu

### Career Paths

An LER education prepares students for many career opportunities and graduate studies. The majority of our grads work as human resource and employment relations (HRER) specialists—a growing field according to the U.S. Bureau of Labor Statistics. Others have gone on to work as labor union organizers, labor arbitrators, and professionals in non-profit careers. Virtually every employer—multinational corporations, small companies, hospitals, non-profit agencies, universities, and federal, state, and local governments—employ HRER professionals.

### Careers

LER grads do exceedingly well in the job market, and have been hired by a long list of companies (link below). For students interested in social and economic justice at work, a career with a union provides an opportunity to put your beliefs into actions. LER alums have gone on to work for national and international labor organizations and unions such as the AFL-CIO, United Steelworkers, and the American Federation of Teachers to name a few. Government agencies such as the National Labor Relations Board and the U.S. and state Departments of Labor regularly hire Penn State LER School grads.

**MORE INFORMATION** (http://lser.la.psu.edu/careers/where-our-grads-get-jobs)
Opportunities for Graduate Studies
Along with three top Masters programs (M.S. and M.P.S. degrees in Human Resources and Employment Relations and an M.P.S. in Labor and Global Workers Rights, we offer a five-year Integrated Undergraduate Graduate (IUG) program through which you can earn your Bachelors and Masters degrees in a total of five years, instead of six years as can otherwise be needed. Students with a Masters degree land much better paying jobs in coveted. Many of our top performing IUG students receive assistantships that helps to pay their tuition.

MORE INFORMATION (http://lser.la.psu.edu/graduates)

Professional Resources
• Society for Human Resource Management (https://www.shrm.org/pages/default.aspx)
• Penn State World Campus (https://www.worldcampus.psu.edu/degrees-and-certificates/organizational-leadership-bachelors/overview)
• The LABOR School at Penn State (http://lser.la.psu.edu/ler-outreach-programs)
• Academy of Human Capital Development (http://lser.la.psu.edu/ler-outreach-programs)
• International Brotherhood of Teamsters (https://teamster.org/international-brotherhood-teamsters)
• American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) (https://aflcio.org)

Contact
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506 Keller Building
University Park, PA 16802
814-865-5425
lerpsu@psu.edu

http://lser.la.psu.edu/

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https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-labor-employment-relations-associates-degree/overview