

LABOR AND HUMAN RESOURCES, 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 Human Resources 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 Human Resources 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 Human Resources, or other social science or business Bachelors' degrees.

What is Labor and Human Resources?

Every day, 135 million Americans go to work and surprising stuff happens. Welcome to the world of human resources and labor relations! Labor and Human Resources 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 Human Resources, a minimum of 60 credits is required:

| Requirement | Credits |
|----------------------------|---------|
| General Education | 21 |
| Electives | 8-9 |
| Requirements for the Major | 30-31 |

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 an 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>).

| Code | Title | Credits |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------|
| Prescribed Courses | | |
| <i>Prescribed Courses: Require a grade of C or better</i> | | |
| LER 100 | Introduction to Labor and Human Resources | 3 |
| LER 201 | Employment Relationship: Law and Policy | 3 |
| LER 304 | Labor and Employment Relations Fundamentals | 3 |
| LER 305 | Human Resources Fundamentals | 3 |
| LER 312 | Employment Relations to Research Methods in Labor and Employment Relations | 3 |
| Additional Courses | | |
| <i>Additional Courses: Require a grade of C or better</i> | | |
| ECON 14 | Principles of Economics | 3 |
| or ECON 102 | Introductory Microeconomic Analysis and Policy | |
| or ECON 104 | Introductory Macroeconomic Analysis and Policy | |
| LER 202 | Understanding Employee Behavior | 3 |
| or PSYCH 281 | Introduction to Industrial-Organizational Psychology | |
| Select 6 credits of the following: | | 6 |
| LER/WMNST 136 | Race, Gender, and Employment | |
| or LER/HIST 458Y | History of Work in America | |
| Supporting Courses and Related Areas | | |
| <i>Supporting Courses and Related Areas: Require a grade of C or better</i> | | |
| Select 3 credits of LER courses. (LER courses that are used in the Additional Courses category may not be double-counted to satisfy this requirement. Some courses in this category have prerequisites that are not included in the major.) | | 3 |
| Select 3-4 credits from the following list in consultation with adviser: | | 3-4 |
| ACCTG 211 | Financial and Managerial Accounting for Decision Making | |
| AFAM 100 | Living While Black: Themes in African American Thought and Experience | |
| AFAM 110 | Introduction to African American Studies | |
| BA 243 | Social, Legal, and Ethical Environment of Business | |
| BA 304 | Management and Organization | |
| BLAW 243 | Legal Environment of Business | |
| CAS 203 | Interpersonal Communication | |
| CAS 352 | Organizational Communication | |
| ECON 342 | Industrial Organization | |
| HIST 155 | American Business History | |
| MGMT 100 | Survey of Management | |
| MGMT 301 | Basic Management Concepts | |
| MGMT 321 | Leadership and Motivation | |
| OLEAD 100 | Introduction to Leadership | |
| OLEAD 409 | Leadership Development: A Life-Long Learning Perspective | |
| OLEAD 464 | Communication Skills for Leaders in Groups and Organizations | |
| OLEAD 465 | Collective Decision Making | |
| SOC 103 | Racism and Sexism | |
| SOC 110 | Sociology of Gender | |

SOC 119 Race and Ethnic Relations

Any 400-level AFAM, CAS, ECON, HIST, LTNST, MGMT, PHIL, PSYCH, SPAN, SOC, WMNST course

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 needed 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

A Labor and Human Resources 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

Labor and Human Resources 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. Our 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 ABOUT POTENTIAL CAREER OPTIONS FOR GRADUATES OF THE LABOR AND HUMAN RESOURCES PROGRAM (<https://ler.la.psu.edu/careers/where-are-they-now>)

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 ABOUT OPPORTUNITIES FOR GRADUATE STUDIES (<https://ler.la.psu.edu/graduate>)

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

University Park

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS
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University Park, PA 16802
814-865-5425
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<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>