

LABOR AND HUMAN RESOURCES, B.A.

Begin Campus: Any Penn State Campus

End Campus: University Park, World Campus

Program Learning Objectives

- Summarize and explain the interrelationships among fundamental theories, concepts, facts, and issues involving labor, ER, and HR topics related to workplaces, workers, and their communities (referred to below as "knowledge base" goal).
- Analyze alternative approaches, solutions, and conclusions related to practical and legal challenges involving labor, ER, and HR by:
 - Comparing and contrasting options
 - Identifying relative strengths and weaknesses of different approaches
 - Recognizing the interests and perspectives of different stakeholders including employees, employers, the public, and the organizations that represent them
 - Summarizing different disciplinary perspectives, such as those of sociology, psychology, political science, and economics
 - Evaluating and synthesizing relevant research and theories (All of the above referred to below as "critical thinking skills")
- Demonstrate effective communication skills in two-way interactions with individuals and groups involving labor, ER, and HR facts, concepts, and principles in order to interact effectively with other stakeholders (referred to below as "communications skills").
- Solve multi-faceted problems in labor, ER, and HR by selecting, adapting (when necessary), and applying relevant knowledge and skills to help develop, implement, and enforce organizational policies and strategies in domestic and global workplaces (referred to below as "applications capabilities.")
- Respond to practical, legal, and ethical challenges in domestic and global workplaces in accordance with societal norms, values, mores, as well as professional and ethical standards. Be able to address ethical issues with appropriate recognition of human rights, social responsibility and sustainability principles (referred to below as "ethical competence.")
- Summarize the interactive impact of numerous cultural and international factors on work, workers, employers, and industries by synthesizing information about:
 - National and transnational cultures and institutions
 - International businesses, global trade, foreign investments, and global business strategies
 - Global workers' rights
 - Workplace diversity
 - Work-family and work-life dilemmas
 - Immigration
 - (All of the above referred to below as "global awareness")