

# LABOR AND HUMAN RESOURCES, B.A.

**Begin Campus:** Any Penn State Campus

**End Campus:** University Park, World Campus

## Degree Requirements

For the Bachelor of Arts degree in Labor and Human Resources, a minimum of 123 credits is required:

Requirement	Credits
General Education	45
Electives	18-21
Bachelor of Arts Degree Requirements	24
Requirements for the Major	39

**3-6 of the 45 credits for General Education are included in the Requirements for the Major. This includes 3-6 credits of GS courses.**

**3 of the 24 credits for Bachelor of Arts Degree Requirements are included in the Requirements for the Major, General Education, or Electives and 0-12 credits are included in Electives if foreign language proficiency is demonstrated by examination.**

Per Senate Policy 83-80.5, the college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. 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 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44>).

Code	Title	Credits
<b>Prescribed Courses</b>		
<i>Prescribed Courses: Require a grade of C or better</i>		
LHR 100	Exploring Work and Employment	3
LHR 201	Employment Relationship: Law and Policy	3
LHR 304	Labor and Employment Relations Fundamentals	3
LHR 305	Human Resources Fundamentals	3
LHR 312	Employment Relations to Research Methods in Labor and Employment Relations	3
LHR 460	Ethics in the Workplace	3
<b>Additional Courses</b>		
<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	
LHR 202	Understanding Employee Behavior	3
or PSYCH 281	Introduction to Industrial-Organizational Psychology	

LHR/WMNST 136Y	Race, Gender, and Employment	3
or LHR 458Y	History of Work in America	

### Supporting Courses and Related Areas

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

Select 6 credits from any 400-level LHR courses (only 3 credits of LA 495 or LA 496 may be used to satisfy this requirement)	6
Select 6 credits from the following list in consultation with an adviser:	6

ACCTG 211	Financial and Managerial Accounting for Decision Making
AFAM 100N	Black Freedom Struggles
AFAM 110N	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 119N	Race, Ethnicity and Culture
Any 400-level AFAM, CAS, ECON, HIST, LTNST, MGMT, PHIL, PSYCH, SPAN, SOC, WMNST course	

## 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 (<https://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program/>) section of the Bulletin and consult your academic adviser.

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.

### Foundations (grade of C or better is required and Inter-Domain courses do not meet this requirement.)

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

### **Breadth in the Knowledge Domains (Inter-Domain courses do not meet this requirement.)**

- **Arts (GA):** 3 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 3 credits
- **Social and Behavioral Sciences (GS):** 3 credits
- **Natural Sciences (GN):** 3 credits

### **Integrative Studies**

- **Inter-Domain Courses (Inter-Domain):** 6 credits

### **Exploration**

- **GN**, may be completed with Inter-Domain courses: 3 credits
- **GA, GH, GN, GHW, Inter-Domain courses.** This may include 3 credits of World Language course work beyond the 12th credit level or the requirements for the student's degree program, whichever is higher: 6 credits

## **University Degree Requirements**

### **First Year Engagement**

All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

### **Cultures Requirement**

6 credits are required and may satisfy other requirements

- United States Cultures: 3 credits
- International Cultures: 3 credits

### **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 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 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**

The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (<https://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.

## **B.A. Degree Requirements**

**Foreign Language** (0-12 credits): Student must attain 12th credit level of proficiency in one foreign language. See the Placement Policy for Penn State Foreign Language Courses (<https://bulletins.psu.edu/undergraduate/general-information/academic-information/advising-planning-degree-program/course-placements/placement-policy-world-language-courses/>).

**B.A. Fields** (9 credits): Humanities, Social and Behavioral Sciences, Arts, Foreign Languages, Natural Sciences, Quantification (may not be taken in the area of the student's primary major; foreign language credits in this category must be in a second foreign language or beyond the 12th credit level of proficiency in the first language)

**Other Cultures** (0-3 credits): Select 3 credits from approved list. Students may count courses in this category in order to meet other major, minor, elective, or General Education requirements, except for the General Education US/IL requirement.