

LABOR AND HUMAN RESOURCES, B.S.

Begin Campus: Any Penn State Campus

End Campus: University Park, World Campus

Program Description

This major permits students to undertake a study of work and the employment relationship in the context of a liberal arts education. A broad foundation of theoretical and professional knowledge is provided through a multidisciplinary approach. The B.A. and B.S. degrees draw on the perspectives of disciplines such as industrial relations, economics, history, law, sociology, and psychology. This focus includes the nature and functions of the institutions involved in the employment relationship. The B.S. degree requires more course work in quantification than the B.A. degree.

Graduates of Labor and Human Resources are equipped for careers in business, government, and labor organizations as labor relations specialists, personnel and human resource specialists, researchers, organizers, consultants, and professionals in mediation and arbitration. The degree is also appropriate preparation for graduate study and law school.

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. Our students receive tons of support! Recent courses have taken students to globally reputed workplaces in Silicon Valley, Ireland, China, and Sweden. Our students also land summer internships around the country and globe. Our great student groups are fun, encourage student professional development, and explore issues like voting rights, student debt, immigration reform.

Entrance to Major

In order to be eligible for entrance to this major, a student must:

1. attain at least a C (2.00) cumulative grade-point average for all courses taken at the University; and
2. have third-semester classification (http://www.registrar.psu.edu/registration/semester_classification.cfm).

READ SENATE POLICY 37-30: ENTRANCE TO AND CHANGES IN MAJOR PROGRAMS OF STUDY (<http://senate.psu.edu/policies-and-rules-for-undergraduate-students/37-00-entrance-to-a-college-or-major>)

World Campus

Direct Admission to the Major

Incoming first-year students who meet the program admission requirements are admitted directly into the major. Admission restrictions may apply for change-of-major and/or change-of-campus students.

For more information about the admission process for this major, please send a request to the college, campus, or program contact (listed in the Contact tab).

Degree Requirements

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

Requirement	Credits
General Education	45
Electives	23-27
Requirements for the Major	61-62

7-10 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 3-6 credits of GS courses; 4 credits of GQ courses.

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 Recommended Academic Plan for your intended program.

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/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.)

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

Knowledge Domains

- **Arts (GA):** 6 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 6 credits
- **Social and Behavioral Sciences (GS):** 6 credits
- **Natural Sciences (GN):** 9 credits

Integrative Studies (may also complete a Knowledge Domain requirement)

- **Inter-Domain or Approved Linked Courses:** 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 (<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

Some courses have prerequisites that are not included in 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>).

Common Requirements for the Major (All Options)

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
LER 460	Ethics in the Workplace	3

Additional Courses

Additional Courses: Require a grade of C or better

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	
SCM 200	Introduction to Statistics for Business	4
or STAT 200	Elementary Statistics	
LER/WMNST 136W	Race, Gender, and Employment	3
or LER 458Y	History of Work in America	

Requirements for the Option

Requirements for the Option: Require a grade of C or better

Select an option	30-31
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Requirements for the Option

Human Resources Option (30-31 Credits)

Available at the following campuses: University Park, World Campus

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
LER 403	International Human Resource Studies	3
LER 426	Staffing and Training Strategies in Organizations	3
LER 427	Organizational Context for Human Resource Management and Employment Relations Professionals	3
LER 428	Total Rewards	3

Supporting Courses and Related Areas

Supporting Courses: Require a grade of C or better

Select 6 credits from any 400-level LER courses (only 3 credits of LA 495 or LA 496 may be used to satisfy this requirement)	6	
Select 9-10 credits from the following list in consultation with an adviser.	9-10	
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	
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	

Labor and Employment Relations Option (30-31 Credits)
Available at the following campuses: University Park, World Campus

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
LER 400	Comparative Employment Relations Systems	3
LER 401	The Law of Labor-Management Relations	3
Additional Courses		
<i>Additional Courses: Require a grade of C or better</i>		
Select 6 credits from the following:		6
LER 428	Total Rewards	
LER 434	Advanced Collective Bargaining and Contract Administration	
LER 435	Labor Relations in the Public Sector	
LER 437	Workplace Dispute Resolution	
LER 444	Workplace Safety and Health: Principles and Practices	
LER 459	Collective Bargaining in Professional Sports	
LER 466	Labor Union Structure, Administration and Governance	
LER 468	American Labor Unions	
LER 472	Work-Life Practices and Policies	
LER 475	Labor in the Global Economy: U.S. and South African Perspectives	

Supporting Courses and Related Areas

Supporting Courses: Require a grade of C or better

Select 6 credits from any 400-level LER courses (only 3 credits of LA 495 or LA 496 may be used to satisfy this requirement) 6

Select 12-13 credits from the following list in consultation with an adviser: 12-13

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
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	

Integrated B.S. in Labor and Human Resources and M.S. in Human Resources and Employment Relations (LHRHRER)

Available at the following campuses: University Park

The integrated LHR 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 LHR and HRER with five years of study. Students will develop expertise in the human resources and employment 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. capstone or thesis. 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

Admission to 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 LHR B.S. program;
2. must complete the Penn State graduate degree application form and pay the application fee
3. must have completed 60 credits of the undergraduate degree program when they officially apply for the M.S. (it is strongly suggested that students apply to the program prior to completing 100 credits)
4. should have an overall GPA of 3.2 (on a 4.0 scale) in undergraduate coursework and a minimum GPA of 3.5 in the major;
5. must obtain letters of recommendation from the chairs of the Department's undergraduate and graduate committees, and
6. 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.

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

Graduate Coursework

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:

Code	Title	Credits
LER 401	The Law of Labor-Management Relations	3
LER 400 or HRER 500	Comparative Employment Relations Systems Topics in Comparative Industrial Relations	3
LER 403 or HRER 503	International Human Resource Studies Seminar in International Human Resources Studies	3
LER 427 or HRER 825	Organizational Context for Human Resource Management and Employment Relations Professionals Strategic Business Tools for HRER Professionals	3
LER 428 or HRER 824	Total Rewards Total Rewards	3
LER 460	Ethics in the Workplace	3
HRER 501	Labor and Employment Law	3
HRER 502	Human Behavior at Work	3
HRER 504	Seminar in Employment Relations	3

A minimum of 50% of the double-counted credits must be at the 500 or 800 level. Credits associated with the culminating experience for the graduate degree cannot be double-counted.

Students must sequence their courses so all undergraduate degree requirements are fulfilled before taking courses to count towards the graduate 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.

M.S. Requirements

Code	Title	Credits
39 credits at the 400, 500, 600, or 800 level: at least 18 must be at the 500 or 600 level. If the student chooses to write a thesis, at least 6 credits in thesis research (600 or 601) must be completed. If the student chooses the capstone track, at least 18 credits must be in 500-level courses. Required courses are offered at least once per academic year and elective courses at least once every two academic years.		
12 credits may be double counted, 6 must be at the 500 level		

Core Curriculum

Code	Title	Credits
HRER 501	Labor and Employment Law	3
HRER 502	Human Behavior at Work	3
HRER 504	Seminar in Employment Relations	3
HRER 505	Seminar in Human Resources	3
HRER 513	Research Methods in Human Resources and Employment Relations II	3
HRER 825	Strategic Business Tools for HRER Professionals	3

Human Resources and Employment Relations (Base Program)

Code	Title	Credits
Base Program Prescribed Courses		
LER 437	Workplace Dispute Resolution	3
LER 480	Current Issues in Human Resources	3
HRER 523	Seminar in Work-Life Dilemmas, Practices, and Policies	3
HRER 536	Diversity in the Workplace	3

Electives

Students who choose the capstone track must select 6 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the thesis track must select 3 credits from an approved elective list in consultation with their adviser in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

Culminating Experience

Students can choose between the Capstone track or Thesis track: 3-6

Capstone Track

HRER 588 Capstone in Human Resources and Employment Relations

Thesis Track

Students complete 6 credits of HRER 600 (Thesis Research) or HRER 610 (Thesis Research Off-Campus)

Human Resource Management Option

Code	Title	Credits
Option-Specific Courses		
HRER 503	Seminar in International Human Resources Studies	3
HRER 526	Managing Talent Flow	3
HRER 527	Talent Development and Change Management	3
HRER 824	Total Rewards	3

Electives

Students who choose the capstone track must select 9 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the Thesis track must select 6 credits of electives in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

Culminating Experience

Students can choose between the Capstone track or Thesis track: 3-6

Capstone Track

HRER 588 Capstone in Human Resources and Employment Relations

Thesis Track

Students complete 6 credits of HRER 600 (Thesis Research) or HRER 610 (Thesis Research Off-Campus)

Employment Relations Option

Code	Title	Credits
Option-Specific Courses		
HRER 500	Topics in Comparative Industrial Relations	3-6
LER 401	The Law of Labor-Management Relations	3
Select 6 credits from the following list of courses: 6		
LER 435	Labor Relations in the Public Sector	
LER 468	American Labor Unions	
LER 475	Labor in the Global Economy: U.S. and South African Perspectives	
LGWR 510	International Labor Law	
LGWR 520	Global Workers' Rights	

Electives

Students who choose the capstone track must select 9 credits from an approved elective list in consultation with their adviser in addition to the capstone course, HRER 588. Students choosing the Thesis track must select 6 credits of electives in addition to the 6 credits of thesis research (HRER 600 or HRER 610).

Culminating Experience

Students can choose between the Capstone track or Thesis track: 3-6

Capstone Track

HRER 588 Capstone in Human Resources and Employment Relations

Thesis Track

Students complete 6 credits of HRER 600 (Thesis Research) or HRER 610 (Thesis Research Off-Campus)

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

Available at the following campuses: World Campus

The integrated LHR 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 LHR 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. The program culminates with a research project which is completed through the capstone course, HRER 894. 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.

A minimum of 33 credits is needed to complete the MPS degree in HRER. Nine credits (400 level and above) can apply to both undergraduate and graduate degrees; six of these must be at a 500 or 800 level.

Admission Requirements

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 LHR B.S. program;
- must complete the Penn State graduate degree application and pay the application fee;
- 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 coursework 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 (should be professional or academic);
- 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;
- 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); 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

The M.P.S. requires 33 credits at the 400 level or higher; at least 6 credits must be at the 500 level.

Up to nine (9) credits at the 400, 500, or 800 level can be double counted for B.S. and M.P.S. Students can choose which 9 credits will double-count for both the undergraduate and graduate degrees from the following list:

Code	Title	Credits
LER 401	The Law of Labor-Management Relations	3
LER 400	Comparative Employment Relations Systems	3
LER 403	International Human Resource Studies	3
or HRER 803	Human Resources in Multinational Enterprises	
LER 427	Organizational Context for Human Resource Management and Employment Relations Professionals	3
or HRER 825	Strategic Business Tools for HRER Professionals	
LER 460	Ethics in the Workplace	3
HRER 501	Labor and Employment Law	3
HRER 504	Seminar in Employment Relations	3

A minimum of 50% of the double-counted credits must be at the 500 or 800 level. Credits associated with the culminating experience for the graduate degree cannot be double-counted.

Students must sequence their courses so all undergraduate degree requirements are fulfilled before taking courses to count towards the graduate 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.

Code	Title	Credits
Prescribed Courses		
<i>Human Resources and Employment Relations</i>		
HRER 501	Labor and Employment Law	3
HRER 504	Seminar in Employment Relations	3
HRER 505	Seminar in Human Resources	3
HRER 802	Human Behavior and Organizational Performance	3
HRER 803	Human Resources in Multinational Enterprises	3
HRER 825	Strategic Business Tools for HRER Professionals	3

HRER 836	Diversity in the Workplace	3
HRER 894	Research Topics	3
Areas of Concentration		
Select 6 credits in area of concentration		6
<i>Benefits and Compensation</i>		
HRER 822	Employee Compensation	
HRER 823	Employee Benefits	
<i>Employment and Labor Law</i>		
LER 401	The Law of Labor-Management Relations	
HRER 811	Labor and Employment Law II	
	or HRER 801 Comparative and International Employment and Labor Law	
<i>Ethics and Leadership</i>		
LER 464	Communication Skills for Leaders in Groups and Organizations	
LER 409	Leadership Development: A Life-Long Learning Perspective	
	or LER 465 Collective Decision Making	
<i>International Human Resources and Employment Relations</i>		
LER 403	International Human Resource Studies	
HRER 801	Comparative and International Employment and Labor Law	
	or LER 400 Comparative Employment Relations Systems	
<i>Labor and Collective Bargaining</i>		
LER 401	The Law of Labor-Management Relations	
LER 435	Labor Relations in the Public Sector	
<i>Labor Unions: Organization and Strategy</i>		
LER 466	Labor Union Structure, Administration and Governance	
LER 468	American Labor Unions	
<i>Staffing, Training, and Development</i>		
HRER 826	Talent Management	
HRER 827	Talent Development	
Elective Courses		
Select an additional 3-credit course (400-level or above) in consultation with your graduate adviser).		3

Student Aid

Fellowships, traineeships, graduate assistantships, and other forms of financial aid are described in the Tuition & Funding (<http://gradschool.psu.edu/graduate-funding>) section of The Graduate School's website.

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

Human Resources and Employment Relations (HRER) course list (<http://bulletins.psu.edu/university-course-descriptions/graduate/hrer>)

Labor and Employment Relations (LER) course list (<http://bulletins.psu.edu/university-course-descriptions/undergraduate/ler>)

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

Suggested Academic Plan

The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2019-20 academic year. To access previous years' suggested academic plans, please visit the archive (<http://bulletins.psu.edu/undergraduate/archive>) to view the appropriate Undergraduate Bulletin edition (*Note: the archive only contain suggested academic plans beginning with the 2018-19 edition of the Undergraduate Bulletin*).

Human Resources Option, University Park Campus and World Campus

The course series listed below provides **only one** of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an **Academic Requirements** or **What If** report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year

Fall	Credits Spring	Credits
ENGL 15, 30, or 137H [†]	3 CAS 100, 138T, or ENGL 138T [‡]	3
General Education Course (GA)	3 LER 100 [*]	3
General Education Course (GS) (PSYCH 100 Suggested)	3 PSYCH 281 or LER 202 ^{*†}	3

General Education Course (GN)	3 ECON 14, 102, or 104 (GS) ^{††}	3
First Year Seminar (GH)	3 General Education Quantification Course (GQ) [‡]	3
		15

Second Year

Fall	Credits Spring	Credits
General Education Quantification Course (STAT 200 or SCM 200) (GQ) [‡]	4 General Education Course (GN)	3
General Education Course (GA)	3 General Education Course (GH)	3
Supporting Course [*]	3 LER 312 [*]	3
LER 201 [*]	3 LER 305 [*]	3
Elective	3 Supporting Course [*]	3
		16

Third Year

Fall	Credits Spring	Credits
ENGL 202A, 202B, 202C, or 202D [‡]	3 LER 4XX - Prescribed HR Option Course ^{*1}	3
LER 304 [*]	3 LER 4XX [*]	3
LER 4XX - Prescribed HR Option Course ^{*1}	3 Supporting Course [*]	3
Elective	3 Elective	3
Elective	3 Elective	3
		15

Fourth Year

Fall	Credits Spring	Credits
LER 460 [*]	3 AFAM 136, LER 136, WMNST 136, HIST 458Y, or LER 458Y [*]	3
LER 4XX - Prescribed HR Option Course ^{*1}	3 LER 4XX [*]	3
LER 4XX - Prescribed HR Option Course ^{*1}	3 Elective	3
Elective	3 Elective	3
Elective	3 Elective	2
General Education Course (GHW)	1.5 General Education Course (GHW)	1.5
		16.5

Total Credits 123

- * Course requires a grade of C or better for the major
- ‡ Course requires a grade of C or better for General Education
- # Course is an Entrance to Major requirement
- † Course satisfies General Education and degree requirement
- ¹ Students must take ALL of the following courses for the HR option: LER 403, LER 426, LER 427, LER 428.

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy University Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

GWS, GQ, GHW, GN, GA, GH, and GS are abbreviations used to identify General Education program courses. General Education includes Foundations (GWS and GQ) and Knowledge Domains (GHW, GN, GA, GH, GS, and Integrative Studies). Foundations courses (GWS and GQ) require a grade of 'C' or better.

Integrative Studies courses are required for the General Education program. N is the suffix at the end of a course number used to designate an Inter-Domain course and Z is the suffix at the end of a course number used to designate a Linked course.

All incoming Schreyer Honors College first-year students at University Park will take ENGL/CAS 137 in the fall semester and ENGL/CAS 138 in the spring semester. These courses carry the GWS designation and replace both ENGL 30 and CAS 100. Each course is 3 credits.

Labor and Employment Relations Option, University Park Campus and World Campus

The course series listed below provides **only one** of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an **Academic Requirements** or **What If** report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year

Fall	Credits Spring	Credits
ENGL 15, 30, or 137H [‡]	3 CAS 100, 138T, or ENGL 138T [‡]	3
General Education Course (GA)	3 LER 100 [*]	3
General Education Course (GS) (PSYCH 100 Suggested)	3 PSYCH 281 or LER 202 ^{††}	3
General Education Course (GN)	3 ECON 14, 102, or 104 (GS) ^{††}	3
First Year Seminar (GH)	3 General Education Quantification Course (GQ) [‡]	3
		15

Second Year

Fall	Credits Spring	Credits
General Education Quantification Course (STAT 200 or SCM 200) (GQ) [‡]	4 General Education Course (GN)	3
General Education Course (GA)	3 General Education Course (GH)	3
Supporting Course [*]	3 LER 312 [*]	3
LER 201 [*]	3 LER 305 [*]	3
Elective	3 Supporting Course [*]	3
		16

Third Year

Fall	Credits Spring	Credits
ENGL 202A, 202B, 202C, or 202D [‡]	3 LER 401 (Prescribed LER Option Course) [*]	3

LER 304*	3 LER 4XX*	3
LER 4XX - Prescribed LER Option Course*	3 Supporting Course*	3
Elective	3 Elective	3
Elective	3 Elective	3
15		15
Fourth Year		
Fall	Credits Spring	Credits
LER 460*	3 AFAM 136, LER 136, WMNST 136, HIST 458Y, or LER 458Y*	3
LER 4XX - LER Option Course* ¹	3 LER 4XX*	3
LER 4XX - LER Option Course* ¹	3 Elective	3
Elective	3 Elective	3
Elective	3 Elective	2
General Education Course (GHW)	1.5 General Education Course (GHW)	1.5
16.5		15.5

Total Credits 123

- * Course requires a grade of C or better for the major
 ‡ Course requires a grade of C or better for General Education
 # Course is an Entrance to Major requirement
 † Course satisfies General Education and degree requirement
¹ Students should select two courses from this list for 6 credits:
 LER 428, LER 434, LER 435, LER 437, LER 444, LER 459, LER 466,
 LER 468, LER 472/WMNST 472, LER 475/GEOG 475.

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy University Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

GWS, GQ, GHW, GN, GA, GH, and GS are abbreviations used to identify General Education program courses. General Education includes Foundations (GWS and GQ) and Knowledge Domains (GHW, GN, GA, GH, GS, and Integrative Studies). Foundations courses (GWS and GQ) require a grade of 'C' or better.

Integrative Studies courses are required for the General Education program. N is the suffix at the end of a course number used to designate an Inter-Domain course and Z is the suffix at the end of a course number used to designate a Linked course.

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Career Paths

The Labor and Human Resources major prepares students for many career opportunities and graduate studies. The majority of our majors 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. Labor and Human Resources majors have gone on to graduate school earning advanced degrees in Human Resource Management, Law, Business, and Sociology.

Careers

Labor and Human Resources majors 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
 506 Keller Building
 University Park, PA 16802
 814-865-5425
lerpsu@psu.edu

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

World Campus

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS

506 Keller Building

University Park, PA 16802

814-865-5425

pxm205@psu.edu

<https://www.worldcampus.psu.edu/degrees-and-certificates/labor-and-employment-relations-bachelor-of-science/overview>