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/enrollment/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:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>45</td>
</tr>
<tr>
<td>Electives</td>
<td>23-27</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>61-62</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 100</td>
<td>Introduction to Labor and Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>LER 201</td>
<td>Employment Relationship: Law and Policy</td>
<td>3</td>
</tr>
<tr>
<td>LER 304</td>
<td>Labor and Employment Relations Fundamentals</td>
<td>3</td>
</tr>
<tr>
<td>LER 305</td>
<td>Human Resources Fundamentals</td>
<td>3</td>
</tr>
</tbody>
</table>

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>LER 312</td>
<td>Employment Relations to Research Methods in Labor and Employment Relations</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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 14</td>
<td>Principles of Economics</td>
<td>3</td>
</tr>
<tr>
<td>or ECON 102</td>
<td>Introductory Microeconomic Analysis and Policy</td>
<td></td>
</tr>
<tr>
<td>or ECON 104</td>
<td>Introductory Macroeconomic Analysis and Policy</td>
<td></td>
</tr>
<tr>
<td>LER 202</td>
<td>Understanding Employee Behavior</td>
<td>3</td>
</tr>
<tr>
<td>or PSYCH 281</td>
<td>Introduction to Industrial-Organizational Psychology</td>
<td></td>
</tr>
<tr>
<td>SCM 200</td>
<td>Introduction to Statistics for Business</td>
<td>4</td>
</tr>
<tr>
<td>or STAT 200</td>
<td>Elementary Statistics</td>
<td></td>
</tr>
<tr>
<td>LER/WMNST 136W</td>
<td>Race, Gender, and Employment</td>
<td>3</td>
</tr>
<tr>
<td>or LER 458Y</td>
<td>History of Work in America</td>
<td></td>
</tr>
</tbody>
</table>

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

Select an option

Available at the following campuses: University Park, World Campus

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 403</td>
<td>International Human Resource Studies</td>
<td>3</td>
</tr>
<tr>
<td>LER 426</td>
<td>Staffing and Training Strategies in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>LER 427</td>
<td>Organizational Context for Human Resource Management and Employment Relations Professionals</td>
<td>3</td>
</tr>
<tr>
<td>LER 428</td>
<td>Total Rewards</td>
<td>3</td>
</tr>
</tbody>
</table>

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

Select 9 credits from any 400-level LER courses (only 3 credits of LA 495 or LA 496 may be used to satisfy this requirement)

Select 9-10 credits from the following list in consultation with an adviser:

- ACCTG 211 | Financial and Managerial Accounting for Decision Making | 3
- AFAM 100 |
- AFAM 110 |
- 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 | 3

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).
<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 400</td>
<td>Comparative Employment Relations Systems</td>
<td>3</td>
</tr>
<tr>
<td>LER 401</td>
<td>The Law of Labor-Management Relations</td>
<td>3</td>
</tr>
</tbody>
</table>

### Additional Courses

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

Select 6 credits from the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 428</td>
<td>Total Rewards</td>
<td></td>
</tr>
<tr>
<td>LER 434</td>
<td>Advanced Collective Bargaining and Contract Administration</td>
<td></td>
</tr>
<tr>
<td>LER 435</td>
<td>Labor Relations in the Public Sector</td>
<td></td>
</tr>
<tr>
<td>LER 437</td>
<td>Workplace Dispute Resolution</td>
<td></td>
</tr>
<tr>
<td>LER 444</td>
<td>Workplace Safety and Health: Principles and Practices</td>
<td></td>
</tr>
<tr>
<td>LER 459</td>
<td>Collective Bargaining in Professional Sports</td>
<td></td>
</tr>
<tr>
<td>LER 466</td>
<td>Labor Union Structure, Administration and Governance</td>
<td></td>
</tr>
<tr>
<td>LER 468</td>
<td>American Labor Unions</td>
<td></td>
</tr>
<tr>
<td>LER 472</td>
<td>Work-Life Practices and Policies</td>
<td></td>
</tr>
<tr>
<td>LER 475</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 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)

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

<table>
<thead>
<tr>
<th>Course</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>3</td>
</tr>
<tr>
<td>AFAM 100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AFAM 110</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BA 243</td>
<td>Social, Legal, and Ethical Environment of Business</td>
<td></td>
</tr>
<tr>
<td>BLAW 243</td>
<td>Legal 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>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>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>
</tbody>
</table>

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

*Available at the following campuses: University Park*

Requirements for the Integrated B.S. in Labor and Human Resources and M.S. in Human Resources and Employment Relations can be found in the Graduate Bulletin (http://bulletins.psu.edu/graduate/programs/majors/human-resources-employment-relations/#integratedundergradgradprogramstext).

### 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*

Requirements for the Integrated B.S. in Labor and Human Resources and M.P.S. in Human Resources and Employment Relations can be found in the Graduate Bulletin (http://bulletins.psu.edu/graduate/programs/majors/human-resources-employment-relations/#integratedundergradgradprogramstext).

### 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 (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 2020-21 academic year. To access previous years' suggested academic plans, please visit the archive (https://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 CreditsSpringCredits
ENGL 15, 30, or ENGL 137H‡3CAS 100, 138T, or ENGL 138‡3
General Education Course (GA)
3LER 100*3
General Education Course (GS) (PSYCH 100 Suggested)
3PSYCH 281 or LER 202**3
General Education Course (GN)
3ECON 14, 102, or 104 (GS)**†3
First Year Seminar (GH)
3General Education Quantification Course (GQ)‡3

1515

Second Year
Fall CreditsSpringCredits
General Education
4General Education Course (GN)3
Quantification Course (STAT 200 or SCM 200) (GQ)‡†3
General Education Course (GA)
3General Education Course (GH)3
Supporting Course*3LER 312*3
LER 201*3LER 305*3
Elective3Supporting Course*3

1615

Third Year
Fall CreditsSpringCredits
ENGL 202A, 202B, 202C, or 202D‡3LER 4XX - Prescribed HR Option Course*†3
LER 304*3LER 4XX*3

1515

Fourth Year
FallCreditsSpringCredits
LER 460*3AFAM 136, LER 136, WMNST 136, HIST 458Y, or LER 458Y‡3
LER 4XX - Prescribed HR Option Course*†3LER 4XX‡3
LER 4XX - Prescribed HR Option Course*†33Elective3
LER 4XX - Prescribed HR Option Course*†33Elective3
Elective3Elective2
General Education Course (GHW)1.5General Education Course (GHW)1.5

16.515.5

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
† 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.
Labor and Human Resources, B.S. 5

(available 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

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 15, 30, or ENGL 137†</td>
<td>3</td>
<td>CAS 100, 138T, or ENGL 138T†</td>
<td>3</td>
</tr>
<tr>
<td>General Education Course</td>
<td>3</td>
<td>LER 100*</td>
<td>3</td>
</tr>
<tr>
<td>General Education Course</td>
<td>3</td>
<td>PSYCH 281 or LER 202†</td>
<td>3</td>
</tr>
<tr>
<td>General Education Course</td>
<td>3</td>
<td>ECON 14, 102, or 104 (GS)†</td>
<td>3</td>
</tr>
<tr>
<td>First Year Seminar (GH)</td>
<td>3</td>
<td>General Education Quantification Course (GQ)‡</td>
<td>3</td>
</tr>
</tbody>
</table>

### Second Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education Course</td>
<td>4</td>
<td>General Education Course (GN)</td>
<td>3</td>
</tr>
<tr>
<td>General Education Course</td>
<td>3</td>
<td>General Education Course (GH)</td>
<td>3</td>
</tr>
<tr>
<td>Supporting Course*</td>
<td>3</td>
<td>LER 312*</td>
<td>3</td>
</tr>
<tr>
<td>LER 201*</td>
<td>3</td>
<td>LER 305*</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Supporting Course*</td>
<td>3</td>
</tr>
</tbody>
</table>

### Third Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 202A, 202B, 202C, or 202D†</td>
<td>3</td>
<td>LER 401 (Prescribed LER Option Course)</td>
<td>3</td>
</tr>
<tr>
<td>LER 304*</td>
<td>3</td>
<td>LER 4XX*</td>
<td>3</td>
</tr>
<tr>
<td>LER 4XX - Prescribed LER Option Course*</td>
<td>3</td>
<td>Supporting Course*</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Elective</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Elective</td>
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### Fourth Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LER 460*</td>
<td>3</td>
<td>AFAM 136, LER 136, WMNST 136, HIST 458Y, or LER 458Y*</td>
<td>3</td>
</tr>
<tr>
<td>LER 4XX - LER Option Course*</td>
<td>3</td>
<td>LER 4XX*</td>
<td>3</td>
</tr>
<tr>
<td>LER 4XX - LER Option Course*</td>
<td>3</td>
<td>Elective</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Elective</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Elective</td>
<td>2</td>
</tr>
<tr>
<td>General Education Course</td>
<td>1.5</td>
<td>General Education Course (GHW)</td>
<td>1.5</td>
</tr>
</tbody>
</table>

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

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.

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.

### 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 alumni 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
- 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
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