LABOR AND HUMAN RESOURCES, B.S.

Begin Campus: Any Penn State Campus
End Campus: University Park, World Campus

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 (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.)
- 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>Prescribed Courses: Require a grade of C or better</td>
<td></td>
<td></td>
</tr>
<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>
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</table>
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*

<table>
<thead>
<tr>
<th>Code</th>
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<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) 9
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
- 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
- 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

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

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**Labor and Employment Relations Option (30-31 Credits)**

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<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>
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</table>

**Additional Courses**

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

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
- LER 468
- LER 472 Work-Life Practices and Policies
- LER 475

**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
- 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
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