

# LABOR AND HUMAN RESOURCES, CERTIFICATE

Requirements for an undergraduate certificate may be completed at any campus location offering the specified courses for the certificate.

## Program Description

Penn State's online certificate in Labor and Human Resources is designed to provide students with a foundation in human resources and employment relations. It examines the law and best practices within these disciplines and will help students recognize and resolve issues that emerge in the workplace.

## 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 aspire to work in human resources or a related field, this online certificate in labor studies and employment relations can help you acquire a foundation in a range of subjects, including employment law, collective bargaining, and workplace diversity. It can be used as an important first step in your education or as a recognized stand-alone credential. If you already have a degree, this certificate program is an excellent complement.

## Program Requirements

To earn an undergraduate certificate in Labor and Human Resources, a minimum of 12 credits is required.

Code	Title	Credits
<b>Prescribed Courses</b>		
LHR 100	Exploring Work and Employment	3
LHR 201	Employment Relationship: Law and Policy	3
<b>Elective Courses</b>		
Select 6 credits of the following:		6
LHR 304	Labor and Employment Relations Fundamentals	
LHR 305	Human Resources Fundamentals	
LHR 400	Comparative Employment Relations Systems	
LHR 403	International Human Resource Studies	

No Prerequisites Required.

## Certificate Learning Objectives

- **Application 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.

- **Communication 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.
- **Critical Thinking:** Analyze alternative approaches, solutions, and conclusions related to practical and legal challenges involving labor and ER.
- **Ethical Competence:** 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.
- **Global Awareness:** Summarize the interactive impact of numerous cultural and international factors on work, workers, employers, and industries.
- **Knowledge:** Summarize and explain the interrelationships among fundamental theories, concepts, facts, and issues involving labor and employment relations (ER) related to workplaces, workers, and their communities.

## 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 (<https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/32-00-advising-policy/>)

## University Park

### Liberal Arts Academic Advising

814-865-2545

Use the Liberal Arts Meet the Academic Advisers web page (<https://la.psu.edu/student-services/academic-advising/meet-the-academic-advisers/>) to see the contact information for the specific adviser(s) of this program

## World Campus

### Undergraduate Academic Advising

100 Innovation Blvd

Suite 225

University Park, PA 16803

814-863-3283

[advising@worldcampus.psu.edu](mailto:advising@worldcampus.psu.edu)

## Career Paths

By completing this program provided through Penn State's World Campus, you can be prepared for a variety of positions, including benefits

associate, labor relations assistant, recruitment and placement assistant, human resources assistant.

## Contact

### University Park

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS

506 Keller Building

University Park, PA 16802

814-865-5425

lerpsu@psu.edu

<https://ler.la.psu.edu>

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<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-labor-and-human-resources-undergraduate-certificate> (<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-labor-and-human-resources-undergraduate-certificate/>)