

INTERNATIONAL HUMAN RESOURCES AND EMPLOYMENT RELATIONS GRADUATE CREDIT CERTIFICATE PROGRAM

Person-in-Charge	Paul Clark
Program Code	IHRER
Campus(es)	University Park World Campus

This 9-credit program is designed to provide HR and ER practitioners and those interested in global business practices with a comprehensive understanding of the law, policy, and best practices necessary to effectively manage global human resources, employment relations, and labor relations responsibilities.

Courses taken in the certificate program may be applied toward a master's degree in HRER, subject to restrictions outlined in [GCAC-309 Transfer Credit](#). Certificate students who wish to have certificate courses applied towards a graduate degree in HRER must apply and be admitted to that degree program. Admission to the HRER graduate degree program is a separate step and is not guaranteed.

Effective Semester: Spring 2024
Expiration Semester: Spring 2029

Admission Requirements

Applicants apply for admission to the program via the Graduate School application for admission (<https://gradschool.psu.edu/graduate-admissions/how-to-apply/>). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (<https://gradschool.psu.edu/graduate-education-policies/>). International applicants may be required to satisfy an English proficiency requirement; see GCAC-305 Admission Requirements for International Students (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/gcac-305-admission-requirements-international-students/>) for more information.

- Applicants with a 3.00 junior/senior grade-point average (on a 4.00 scale) will be considered for admission. Exceptions to the minimum grade-point average may be made at the discretion of the program for students with special backgrounds, abilities, and interests;
- All applicants submit a Graduate School application (<http://gradschool.psu.edu/prospective-students/how-to-apply/>) (including payment of the nonrefundable application fee), resume, and personal statement addressing their reasons for pursuing a certificate in international human resources and employment relations;
- The resume and personal statement are waived if a student is enrolled in the MHRER or MS HRER degree programs.

Certificate Requirements

Requirements listed here are in addition to requirements listed in Graduate Council policy GCAC-212 Postbaccalaureate Credit Certificate Programs (<https://gradschool.psu.edu/graduate-education-policies/>

[gcac/gcac-200/gcac-212-postbaccalaureate-credit-certificate-programs/](#)).

All courses must be completed with a grade of C or better and a grade-point average of 3.0 to be awarded the certificate.

Code	Title	Credits
Required Courses		
HRER 803 or HRER 503	Human Resources in Multinational Enterprises Seminar in International Human Resources Studies	3
HRER 801 or LGWR 510	Comparative and International Employment and Labor Law International Labor Law	3
LHR 403 or LHR 400	International Human Resource Studies Comparative Employment Relations Systems	3
Total Credits		9

Courses

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.

Learning Outcomes

1. **Know:** Graduates will have and be able to demonstrate the necessary advanced knowledge and competence in the fields of International human resources and employment relations to excel in their careers.
2. **Think:** Graduates will be able to recognize and analyze practical, legal, and ethical challenges related to IHRER issues in global workplaces.
3. **Apply/Create:** Graduates will be able to effectively apply relevant theories and practices when solving problems in global workplaces.
4. **Communicate:** Graduates will be able to effectively communicate knowledge of current topics to excel as IHRER professionals.
5. **Professional Practice:** Graduates should display behavior consistent with the highest ethical standards related to IHRER and the online learning environment.

Contact

Campus	University Park
Graduate Program Head	Paul Clark
Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)	Brian Francis Redmond
Program Contact	Erin Hetzel eab27@psu.edu (814) 867-4167

Campus	World Campus
Graduate Program Head	Paul Clark
Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)	Brian Francis Redmond
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Program Website	View (http:// www.worldcampus.psu.edu/ degrees-and-certificates/penn- state-online-international-human- resources-and-employment- relations-certificate/overview/)