

LABOR AND HUMAN RESOURCES, A.S.

Begin Campus: University Park, World Campus

End Campus: University Park, World Campus

Program Description

This Associate of Science (A.S.) degree in Labor and Human Resources permits students to undertake a study of work and the employment relationship in the context of a liberal arts education. An introductory foundation of theoretical and professional knowledge is provided through a multidisciplinary approach. The degree draws on the perspectives of disciplines such as industrial relations, economics, history, law, sociology, and psychology.

Graduates of the Labor and Human Resources A.S. degree program are equipped for employment in business, government, and labor organizations as labor relations assistants, personnel and human resource assistants, and payroll assistants. The degree is also appropriate preparation for the B.A. or B.S degree in Labor and Human Resources, or other social science or business Bachelors' degrees.

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, or continued study in one of our baccalaureate programs. Our great student groups are fun, encourage student professional development, and explore issues like voting rights, student debt, and immigration reform.

Entrance to Major

Students must have a minimum 2.0 GPA to change to this Associate degree after admission to the University.

Degree Requirements

For the Associate of Science degree in Labor and Human Resources, a minimum of 60 credits is required:

Requirement	Credits
General Education	21
Electives	8-9
Requirements for the Major	30-31

Requirements for 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 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44>).

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
LHR 100	Exploring Work and Employment	3
LHR 201	Employment Relationship: Law and Policy	3
LHR 304	Labor and Employment Relations Fundamentals	3
LHR 305	Human Resources Fundamentals	3
LHR 312	Research Methods in Labor and Employment Relations	3
Additional Courses		
<i>Additional Courses: Require a grade of C or better</i>		
ECON 14	Principles of Economics	3
or ECON 102	Introductory Microeconomic Analysis and Policy	
or ECON 104	Introductory Macroeconomic Analysis and Policy	
LHR 202	Understanding Employee Behavior	3
or PSYCH 281	Introduction to Industrial-Organizational Psychology	
Select 3 credits of the following:		3
LHR/WMNST 136	Race, Gender, and Employment	
or LHR/HIST 458Y	History of Work in America	
Supporting Courses and Related Areas		
<i>Supporting Courses and Related Areas: Require a grade of C or better</i>		
Select 3 credits of LHR courses. (LHR courses that are used in the Additional Courses category may not be double-counted to satisfy this requirement. Some courses in this category have prerequisites that are not included in the major.)		3
Select 3-4 credits from the following list in consultation with adviser:		3-4
ACCTG 211	Financial and Managerial Accounting for Decision Making	
AFAM 100N	Black Freedom Struggles	
AFAM 110N	Introduction to African American Studies	
BA 243	Social, Legal, and Ethical Environment of Business	
BA 304	Management and Organization	
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 119N Race, Ethnicity and Culture

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

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 associate degree 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/associate-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 and Inter-Domain courses do not meet this requirement.)

- **Quantification (GQ):** 3 credits
- **Writing and Speaking (GWS):** 3 credits

Knowledge Domains

- **Arts (GA):** 3 credits
- **Humanities (GH):** 3 credits
- **Social and Behavioral Sciences (GS):** 3 credits
- **Natural Sciences (GN):** 3 credits

Note: Up to six credits of Inter-Domain courses may be used for any Knowledge Domain requirement, but when a course may be used to satisfy more than one requirement, the credits from the course can be counted only once.

Exploration

- **Any General Education course (including GHW and Inter-Domain):** 3 credits

University Degree Requirements

Cultures Requirement

3 credits of United States (US) or International (IL) cultures coursework are required and may satisfy other requirements

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 60 degree credits must be earned for an associate's degree. The requirements for some programs may exceed 60 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

Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (<https://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.

Program Learning Objectives

Graduates will be able to analyze the interrelationships among fundamental theories, concepts, facts, and issues involving labor, ER, and HR topics 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/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

301 Outreach Building

University Park, PA 16802

814-863-3283

advising@outreach.psu.edu

Career Paths

A Labor and Human Resources education prepares students for many career opportunities and graduate studies. The majority of our grads 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.

Careers

Labor and Human Resources grads 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/penn-state-online-labor-and-human-resources-associate-in-science-degree/>)
- The LABOR School at Penn State (<https://ler.la.psu.edu/outreach/labor-school/>)
- Academy of Human Capital Development (<https://ler.la.psu.edu/outreach/>)
- International Brotherhood of Teamsters (<https://teamster.org>)
- American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) (<https://aflcio.org/>)

Contact

University Park

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

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<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-labor-and-human-resources-associate-in-science-degree> (<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-labor-and-human-resources-associate-in-science-degree/>)