

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:

Requirement	Credits
General Education	45
Electives	23-27
Requirements for the Major	61-62

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 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 (<https://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)

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
LHR 460	Ethics in the Workplace	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	
SCM 200	Introduction to Statistics for Business	4
or STAT 200	Elementary Statistics	
LHR/WMNST 136Y	Race, Gender, and Employment	3

or LHR 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

Requirements for the Option

Human Resources Option (30-31 Credits)

Available at the following campuses: University Park, World Campus

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
LHR 403	International Human Resource Studies	3
LHR 426	Staffing and Training Strategies in Organizations	3
LHR 427	Understanding Business Processes for LHR Professionals	3
LHR 428	Total Rewards	3

Supporting Courses and Related Areas

Supporting Courses: Require a grade of C or better

Select 9 credits from any 400-level LHR 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 100N	Black Freedom Struggles	
AFAM 110N	Introduction to African American Studies	
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 119N	Race, Ethnicity and Culture *	
Any 400-level AFAM, CAS, ECON, HIST, LTNST, MGMT, PHIL, PSYCH, SPAN, SOC, WMNST course		

Labor and Employment Relations Option (30-31 Credits)

Available at the following campuses: University Park, World Campus

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
LHR 400	Comparative Employment Relations Systems	3
LHR 401	The Law of Labor-Management Relations	3

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

Select 6 credits from the following: 6

LHR 428	Total Rewards
LHR 434	Advanced Collective Bargaining and Contract Administration
LHR 435	Labor Relations in the Public Sector
LHR 437	Workplace Dispute Resolution
LHR 444	Workplace Safety and Health: Principles and Practices
LHR 459	Collective Bargaining in Professional Sports
LHR 466	Labor Union Structure, Administration and Governance
LHR 468	American Labor Unions
LHR 472	Work-Life Practices and Policies
LHR 475H	Labor in the Global Economy

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

Select 6 credits from any 400-level LHR 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 100N	Black Freedom Struggles
AFAM 110N	Introduction to African American Studies
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 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 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 and Inter-Domain courses do not meet this requirement.)

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

Breadth in the Knowledge Domains (Inter-Domain courses do not meet this requirement.)

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

Integrative Studies

- **Inter-Domain Courses (Inter-Domain):** 6 credits

Exploration

- **GN**, may be completed with Inter-Domain courses: 3 credits
- **GA, GH, GN, GS, Inter-Domain courses.** This may include 3 credits of World Language course work beyond the 12th credit level or the requirements for the student's degree program, whichever is higher: 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 (<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.