



# Programs in Human Resources, Labor, Employment Relations, and Organizational Leadership



**PennState**  
World Campus

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Online.

## Table of Contents

Programs in HR, Labor, Employment Relations, and Organizational Leadership.....	3	Bachelor’s Degree Programs.....	6 9
Undergraduate Certificate .....	4	Graduate Certificate .....	10
Associate Degree .....	5	Master’s Degree.....	12–13
		Frequently Asked Questions.....	14
		Begin Your Application Today .....	15



“Penn State’s 100% online undergraduate and graduate degree programs in human resources, labor, employment relations, and organizational leadership provide a unique opportunity for working adults to earn a degree in a growing field from a top program at a world-class university. The online B.A. and B.S. programs in labor and human resources prepare students who want to work with people and maximize employee potential for entry-level professional positions in corporate, nonprofit, or government sectors. The online MPS program enables HRER professionals to earn a relevant master’s degree that prepares them for advanced positions in their field.”

—Paul Clark, Professor, Labor and Employment Relations  
Graduate Program Director, School of Labor and Employment Relations

# Programs in HR, Labor, Employment Relations, and Organizational Leadership

- › Undergraduate Certificate in Labor and Human Resources
- › Associate in Science in Labor and Human Resources
- › Bachelor of Arts or Bachelor of Science in Labor and Human Resources
- › Bachelor of Arts or Bachelor of Science in Organizational Leadership
- › Graduate Certificate in International Human Resources and Employment Relations
- › Master of Professional Studies in Human Resources and Employment Relations

Penn State's online human resources, labor, employment relations, and organizational leadership programs are centered on the growing challenges of business leadership, hiring and retaining talented employees, managing complex benefit plans, and

staying up-to-date with labor laws and employment relations trends. The online format allows human resources practitioners and other working professionals to stay employed while preparing for career advancement or transitioning into a management role. The programs approach the human resources, labor, and employment relations field from both the employer and employee viewpoints in private corporations, unions, government agencies, and nonprofit organizations. Upon completion of any of these programs, you can be equipped to work as a business professional in organizational leadership or in human resources roles—such as a generalist or specialist in compensation, benefits, diversity, labor relations, safety and health, training, or recruitment. These online programs can also prepare you for careers in government, unions, or dispute resolution.



# Undergraduate Certificate in Labor and Human Resources

Penn State's 12-credit online Undergraduate Certificate in Labor and Human Resources (LHR) program examines the evolution of the relationship between employers and employees and current policies, practices, and processes in human resources. As a student in this program, you can gain an understanding of employment relationships in the workplace as well as how to recognize and resolve employment issues to avoid legal problems for your organization.

This program can be used as an important first step in your education or as a recognized stand-alone credential. The credits you earn can often be applied to a bachelor's degree program, such as the bachelor's degrees in labor and human resources also offered by Penn State World Campus. If you already have a bachelor's degree, this

certificate is an excellent complement to any degree, providing you with the human resource fundamentals valued in virtually any industry.

## **Course topics may include:**

- › Human Resources Fundamentals
- › International Human Resource Management
- › Employment Relationship: Law and Policy
- › Analysis of Employment Relationships
- › Modern Labor and Employment Relations Systems



# Associate in Science in Labor and Human Resources

By acquiring the 60-credit online Associate in Science in LHR degree, you could qualify for a rewarding career in the labor, employment relations, and human resources fields in business, government, or labor organizations. You can also use this degree to step up to a bachelor's degree in labor and human resources, if you choose to apply and are accepted into one of these programs.

The courses in the LHR program are taught by leading Penn State School of Labor and Employment Relations faculty, who have extensive experience teaching in online educational environments.

**In addition to the courses from the undergraduate certificate, students in the associate degree program may study topics such as:**

- › Human Resources Ethics
- › Employment Relations
- › Comparative Employment Relations Systems
- › Industrial-Organizational Psychology
- › Law and Policy
- › Introductory Microeconomic Analysis and Policy

Learn more:

**[worldcampus.psu.edu/hrprograms](http://worldcampus.psu.edu/hrprograms)**



# LHR Bachelor's Degree Programs

- › Bachelor of Arts in Labor and Human Resources
- › Bachelor of Science in Labor and Human Resources

The 123-credit online bachelor's degree programs in labor and human resources offered through Penn State World Campus can give you the comprehensive knowledge you need to prepare for a variety of HR careers. As a student in one of the country's largest labor and employment relations undergraduate programs, you can learn how to recruit and hire a productive workforce; how globalization is impacting work and the workforce; what laws protect employees in the workplace; how to resolve conflicts

in the workplace; and what other strategies, practices, and technologies are used by human resources professionals today.

The core curriculums for both the B.S. and B.A. programs cover all aspects of work and the employment relationship.

## **Course topics may include:**

- › Labor Economics
- › The Law of Labor-Management Relations
- › Employment Compensation
- › Employee Benefits
- › Staffing and Training Strategies in Organizations
- › History of Work in America
- › Human Resources Ethics
- › Introduction to Industrial-Organizational Psychology

For a full list of required courses for these degree programs, as well as course descriptions, please visit our program website at:

**[worldcampus.psu.edu/hrprograms](http://worldcampus.psu.edu/hrprograms)**



# Bachelor of Arts in Labor and Human Resources

The bachelor of arts program focuses on the social sciences, humanities, foreign language, and cultural studies as a supplement to the prescribed labor and employment relations courses. This degree program can prepare you to explore human resources from the perspectives of sociology, rhetoric, and literature.

# Bachelor of Science in Labor and Human Resources

In addition to the basic studies in labor and employment relations, the bachelor of science degree includes supplemental courses that focus on the quantitative and economic aspects of the employment relationship. To help give you more of a business perspective on a labor relations career, this program allows you to choose elective courses from the related areas of management, psychology, sociology, and communication.

# Multiple Career Paths

Because both online bachelor's degree programs in human resources cover all aspects of work and the employment relationship, there are several career paths available to you as a graduate of either program.

Most of our graduates pursue careers in human resources, working with private companies, governmental organizations, health care facilities, educational institutions, or other nonprofit organizations. Others choose to administer and enforce labor and employment laws within such government agencies as the Department of Labor or the National Labor Relations Board. Still others use the skills they have developed in dispute resolution to pursue careers as arbitrators or mediators and in labor unions as representatives of the interests of employees in the workplace.

Both degree programs are excellent pre-law majors and can prepare you to pursue a graduate degree in human resources management, industrial and labor relations, social sciences, or public administration. Penn State World Campus offers an online Master of Professional Studies in Human Resources and Employment Relations, if you choose to continue your studies.



# OLEAD Bachelor's Degree Programs

- › Bachelor of Arts in Organizational Leadership
- › Bachelor of Science in Organizational Leadership

These 123-credit degree programs can help you learn practical, transferable skills to prepare you for leadership positions in a broad range of sectors.

As a student, you can gain an understanding of leadership roles in contemporary organizations and the tools needed for success. Course work will incorporate current events, policy shifts, and practical applications for today's business climate. The online course format gives you the flexibility and convenience to study around your schedule.

You can choose the organizational leadership degree that best fits your background and goals—the bachelor of arts or the bachelor of science.

## **Course topics may include:**

- › Introduction to Leadership
- › Organizational Theory
- › Communication Skills for Leaders
- › Collective Decision-Making
- › Conflict Resolution and Negotiation
- › Women and Leadership
- › Emotional, Social, and Cultural Intelligences

Learn more:

**[worldcampus.psu.edu/oleadport](http://worldcampus.psu.edu/oleadport)**

# Bachelor of Arts in Organizational Leadership

The curriculum for the bachelor of arts degree is immersed in the social sciences, humanities, and language, in addition to the prescribed organizational leadership courses. This program offers a higher degree of customization and is an ideal choice if you already have some leadership or management experience.

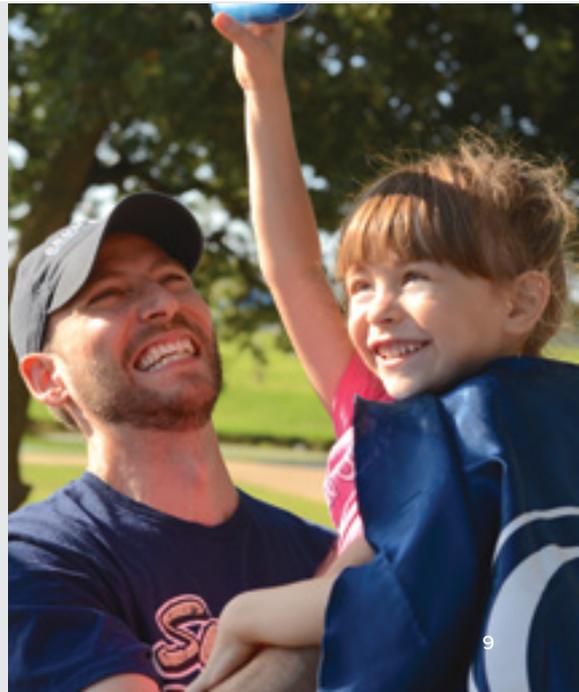
# Bachelor of Science in Organizational Leadership

The bachelor of science degree integrates a research course and includes more prescribed (core) courses in organizational leadership, thus offering a solid foundation and more direction to students who are newer to leadership.

No matter which program you choose, you can feel confident that putting a Penn State degree on your résumé is a great way to broaden your career options and prove to current and potential employers that you are a well-educated professional.

“I was a bit skeptical about online learning in the beginning. After the first semester and the second semester, it just became automatic for me, and it was one of those things where the balancing got much easier as it went on and it just became part of my life.”

—Jonathan L., Graduate  
Bachelor of Science in  
Organizational Leadership



# Graduate Certificate in International Human Resources and Employment Relations

If you are interested in a career in human resources on a global scale, this 12-credit online graduate certificate program was designed for you. Many corporations, both domestic and international, are establishing a presence throughout the world, creating a stronger demand for professionals with an understanding of international human resources and employment relations (IHRER).

The curriculum in the IHRER graduate certificate is designed to provide HR practitioners—and those with an interest in global HR business practices—with a comprehensive understanding of law, policy, and best practices necessary

for effective management of global human resources, employment relations, and labor relations responsibilities. You can gain an understanding of the differences in culture, expectations, and perspectives in multinational organizations.

## **Course topics may include:**

- › Comparative Employment Relations Systems
- › International Human Resource Studies
- › Comparative and International Employment and Labor Law
- › Human Resources in Multinational Enterprises





“I had a lot of great professors who have not only been in academia but have also been in real corporate positions leading HR departments. They were able to provide some great real-world examples, which really help to take the knowledge that we’re learning and see how we’ll be able to apply it.”

—**Kristin B., Graduate,**  
**MPS in Human Resources and Employment Relations**

# Master of Professional Studies in Human Resources and Employment Relations

Penn State's 33-credit online master's degree program in human resources and employment relations can help prepare you for whatever HR career path you pursue. This degree program, which is aligned with the Society for Human Resource Management (SHRM) HR Curriculum Guidebook and Templates, balances advanced theory with practical knowledge. In addition to basic human resource management, the curriculum covers advanced labor and employment law, international and comparative employment relations, managerial behaviors, economic and institutional perspectives, diversity in the workplace, and contract administration.

## **Course topics may include:**

- › Labor and Employment Law
- › Seminar in Employment Relations
- › Seminar in Human Resources
- › International and Comparative Employment Relations
- › Organizations in the Workplace
- › Workplace Ethics
- › Strategic Business Tools for HRER Professionals
- › Diversity in the Workplace
- › Research Project

## **Optional Intensive Courses**

Each summer, the Master of Professional Studies in Human Resources and Employment Relations offers two of the core courses as one-week intensive courses at Penn State's University Park campus in State College, Pennsylvania. This unique blended course experience allows you to fulfill a 3-credit course requirement while experiencing campus life at Penn State. While this is not a required aspect of the master's degree program, you are encouraged to take advantage of this excellent opportunity to interact and network with your peers and the faculty and staff for the program.

Penn State's School of Labor and Employment Relations sponsors 3-credit international travel classes arranged in this same hybrid fashion. Students have traveled to Ireland and Scotland, attended university classes, and met HRER staff at companies such as Guinness, Johnson and Johnson, and Royal Bank of Scotland. They have also engaged in a variety of cultural activities.

For more information about the courses being offered in this alternative intensive format, please see our program website.

Learn more: [worldcampus.psu.edu/hrprograms](http://worldcampus.psu.edu/hrprograms)

## Areas of Concentration

To complete the master's degree program in human resources and employment relations, you will choose from one of the following eight areas of concentration:

- › Benefits and Compensation
- › Labor and Collective Bargaining
- › Employment and Labor Law
- › Staffing, Training, and Development
- › Ethics and Leadership
- › HR Analytics and Artificial Intelligence (AI)
- › International Human Resources and Employment Relations
- › Labor Unions: Organization and Strategy

This focused course work is designed to help you develop expertise in a specific area and ensure that the degree is relevant to your interests and career goals. Your research project will also center on a topic that is related to your chosen area of concentration.

“There are a lot of options out there, but none compared to Penn State—a great reputation, distinguished faculty, and the convenience of learning on my time and at my convenience. I truly believe the education I obtained at Penn State enables me to stand apart from my peers. Proudly.”

—**Colleen S., Graduate  
Master of Professional Studies  
in Human Resources and  
Employment Relations**



# Frequently Asked Questions

## Why is Penn State the best choice for me?

### **Flexibility and convenience**

Penn State knows that as an adult student, you need flexible and convenient learning options in order to continue meeting your professional and personal commitments. You can take courses when and where you please, earning your degree at your own pace.

### **Academic reputation**

Penn State is universally regarded as one of the finest educational institutions in the United States. Putting a Penn State degree or certificate on your résumé is a great way to broaden your career options and prove to current and potential employers that you are a well-educated professional.

### **Accreditation**

Penn State is accredited by the Middle States Commission on Higher Education and has an outstanding reputation as a research and teaching university. Our courses are also accepted by most other colleges and universities in fulfillment of their requirements.

## Is this the real Penn State?

Yes. Penn State values online education as highly as it does resident instruction. No distinction will be made on your official Penn State transcript or diploma

that your courses were completed at a distance. The credits you receive are exactly the same as those awarded to on-campus students.

## Can I obtain financial aid to pay for my courses?

Penn State realizes that one of the biggest challenges of returning to school is the cost. That's why our advisers have been trained to help you make the most of the financial aid options and opportunities available to you.

## What types of student support are available?

As a distance education pioneer, Penn State has developed a nationally recognized support system for students who are geographically removed from campus. With our amazing team of academic advisers, technical support experts, customer service representatives, and Penn State instructors, we'll help you get where you want to go—successfully—through distance education.

Learn more:

[worldcampus.psu.edu/hrprograms](http://worldcampus.psu.edu/hrprograms)

# Begin Your Application Today

Beginning your application for any of our online human resources, labor, employment relations, and organizational leadership programs is easy.

Visit: [worldcampus.psu.edu/hrprograms](http://worldcampus.psu.edu/hrprograms)

1. Select your program of interest to be directed to that specific program page.
2. Click on the “How to Apply” button to get your specific application instructions.



# Contact Us

## Admissions Questions

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

Phone: 814-863-5386

[worldcampus.psu.edu/admissions](http://worldcampus.psu.edu/admissions)



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