# LABOR AND HUMAN RESOURCES, B.A.

**Begin Campus:** Any Penn State Campus

**End Campus:** University Park, World Campus

## Degree Requirements

**For the Bachelor of Arts degree in Labor and Human Resources, a minimum of 123 credits is required:**

| Requirement | Credits |
| --- | --- |
| General Education | 45 |
| Electives | 18-21 |
| Bachelor of Arts Degree Requirements | 24 |
| Requirements for the Major | 39 |

**3-6 of the 45 credits for General Education are included in the Requirements for the Major. This includes 3-6 credits of GS courses.**

**3 of the 24 credits for Bachelor of Arts Degree Requirements are included in the Requirements for the Major, General Education, or Electives and 0-12 credits are included in Electives if world language proficiency is demonstrated by examination.**

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

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/students/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/).

| Code | Title | Credits |
| --- | --- | --- |
| **Prescribed Courses** | | |
| *Prescribed Courses: Require a grade of C or better* | | |
| 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** | | |
| *Additional Courses: Require a grade of C or better* | | |
| 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 | |
| LHR/WMNST 136Y | Race, Gender, and Employment | 3 |
| or LHR 458Y | History of Work in America | |
| **Supporting Courses and Related Areas** | | |
| *Supporting Courses and Related Areas: 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 6 credits from the following list in consultation with an adviser: | | 6 |
| 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 | | |
| 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/students/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/)). For more information, check the Suggested Academic Plan for your intended program.

## B.A. Degree Requirements

**World Language** (0-12 credits): Student must attain 12th credit level of proficiency in one world language in addition to English. This proficiency must be demonstrated by either examination or course work. See the Placement Policy for Penn State World Language Courses (https://bulletins.psu.edu/undergraduate/general-information/academic-information/advising-planning-degree-program/course-placements/placement-policy-world-language-courses/).

**B.A. Fields** (9 credits): Humanities, Social and Behavioral Sciences, Arts, World Languages, Natural Sciences, Quantification (may not be taken in the area of the student's primary major; world language credits in this category must be in a second world language in addition to English or beyond the 12th credit level of proficiency in the first language). Credits must be selected from the list of approved courses.

**World Cultures** (0-3 credits): Select 3 credits from approved list. Students may count courses in this category in order to meet other major, minor, elective, or General Education requirements, except for the University Cultural Diversity (US/IL) requirement.