



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



PennState
World Campus

A world of possibilities.
Online.

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“Experience a career-defining opportunity with degree programs from the School of Labor and Employment Relations offered online through Penn State World Campus! Delve into undergraduate degrees in labor and human resources or organizational leadership – or a professional master’s degree in human resources and employment relations – all tailored to cultivate expertise crucial to the workplaces of today and tomorrow. Gain the flexibility to balance your studies with existing commitments while acquiring essential skills and knowledge that will propel your career forward.”

—Elaine Farndale, Ph.D.
Director, School of Labor and Employment Relations

Penn State HR, Employment Relations, and Leadership Programs

100% Online | Career-Focused | Fully Accredited

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 Programs	Graduate Programs
Undergraduate Certificate in Labor and Human Resources	Graduate Certificate in HR and Employment Relations Foundations
Associate in Science in Labor and Human Resources	Graduate Certificate in International HR and Employment Relations (iHRER)
B.A. in Labor and Human Resources	Graduate Certificate in Labor and Employment Relations
B.A. in Organizational Leadership	Graduate Certificate in Strategic HR and Workplace Ethics
B.S. in Labor and Human Resources	Graduate Certificate in Talent Management
B.S. in Organizational Leadership	Master of Human Resources and Employment Relations (MHRER)

Bachelor's Degrees in Labor and Human Resources (LHR)

- › 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



Which Degree Is Best for Me? B.S. vs. B.A.

While both programs integrate the same core topics, their supporting courses differ. This allows you to select the educational path that aligns with your natural strengths and career goals.

The **B.S.** includes courses that focus on the quantitative, analytical, and economic aspects of the employee/employer relationship. Courses in this SHRM-aligned program focus on the critical content areas outlined in SHRM's HR Curriculum Guidebook. Students in the B.S. program also have the option to specialize in HR or Employment Relations.

The **B.A.** includes supporting course work that focuses on the social sciences, humanities, and cultural studies. It also includes a foreign language requirement. This is an ideal option for students who envision a career that impacts organizational culture and workforce diversity.

Multiple Career Paths

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 also offers an online Master of Human Resources and Employment Relations program, if you choose to continue your studies.

“Penn State World Campus enabled me to achieve my dreams by allowing me to continue my education while working full-time and having a work-life balance with my friends and family.”

—Sabrina B., master's program graduate



Bachelor's Degrees in Organizational Leadership (OLEAD)

- › 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

Which Degree Is Right for Me? B.S. vs. B.A.

While both programs integrate the same core topics, their supporting courses differ. This allows you to select the educational path that aligns with your natural strengths and career goals.

The **B.S.** integrates a research course and includes more prescribed (core) courses in organizational leadership, making it an ideal option for students who are newer to leadership or potentially lack management experience.

The **B.A.** includes supporting course work that is steeped in the social sciences, humanities, and language. This program offers a higher degree of customization and is an ideal choice if you already have some leadership or management experience.



“Growing up, I always wanted to be a Penn Stater. When Penn State World Campus came around, it was an opportunity to complete that dream from Texas with all my family here.”

—Jonathan L., Bachelor of Science in Organizational Leadership

Other HR–Related Undergraduate Programs

Associate in Science in Labor and Human Resources

By earning 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.

Students in the associate degree program may study topics such as:

- › Human Resources Fundamentals
- › Employment Relationship: Law and Policy
- › Comparative Employment Relations Systems

- › Analysis of Employment Relationships
- › Industrial-Organizational Psychology
- › Labor Law and Policy

Learn more:

worldcampus.psu.edu/hrprograms



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.



“I was applying my classroom lessons immediately in my work. It gave me a clear sense of the value of my education, as I saw that impact right away.”

—Greg B., OLEAD graduate



Master of Human Resources and Employment Relations (MHRER)

Penn State's online master of human resources and employment relations requires 30 to 33 credits. This degree program, which is SHRM-aligned, balances advanced theory with practical knowledge.

Students with at least three (3) years of full-time relevant human resources or employment relations professional work experience are eligible to **waive 3 elective credits**, with the graduate program director's approval, reducing the program's requirements to 30 credits.

Course topics may include:

- › Strategic Human Resources Management
- › Labor and Employment Law
- › Diversity in the Workplace
- › Human Behavior and Organizational Performance
- › HR Research and Analytics
- › Talent Management
- › Benefits and Compensation
- › HR Business Tools and AI
- › International Employment Relations

Learn more: worldcampus.psu.edu/hrprograms

“The master’s program was phenomenal. My knowledge base has exponentially increased, and every lesson was applicable to my position as an HR professional. I would recommend this program to anyone looking for a quality, real-world education in the field of human resources.”

—Casey M., master’s program graduate

“The HR master’s program at Penn State is fantastic. Since graduation, I have been able to leverage my learning and degree into a vice president role with my current company and am confident this will continue to help me grow my career in the future.”

—Alex C., master’s program graduate

Gain Critical Career-Ready Skills to Lead

- › Analyze the complex human capital, legal, employment, and organizational issues inherent in employment relations, workplace culture, and performance management.
- › Embed human resources into executive strategic plans and organizational goals.
- › Navigate emerging trends in employee recruitment and retention in the new era of analytics and AI.
- › Unlock employee potential, enhance productivity, and improve overall employee engagement.
- › Meet the challenges of complex employee benefit plans, new labor laws, and emerging employee rights.
- › Cultivate a corporate culture that promotes career growth, prioritizes employee wellness, and embraces diversity and inclusion.

Career Opportunities for HRER Graduates

The following roles are often held by people with this type of graduate degree:

- › Director of Human Resources
- › Director of People and Culture
- › Human Capital Officer
- › Labor Relations Director
- › Talent Management Director
- › Director of Talent Acquisition
- › Director of Diversity, Equity, and Inclusion
- › HR Analyst
- › Human Resources Administrator
- › Training Specialist



“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., master’s program graduate

Graduate Certificate in International Human Resources and Employment Relations

Many corporations are establishing a presence throughout the world, creating strong demand for professionals with expertise in international human resources and employment relations (IHRER).

Students in this 12-credit program will compare and analyze the differences in culture, expectations,

and perspectives in multinational organizations. You can gain a comprehensive understanding of the laws, policies, and best practices necessary for effective management of global human resources, employment relations, and labor relations responsibilities.

Stackable Graduate Certificates

Show mastery of specific subjects before your degree is complete with one of our HR-related graduate certificates. While these skills-based certificates can serve as excellent stand-alone credentials, most graduate students prefer to earn them while pursuing their master's degree.

Graduate Certificate in HR and Employment Relations Foundations (12 credits)

Gain the core competencies in HR management and employment relations needed to solve real-world problems faced by employees, managers, and organizational leaders. This online certificate program can help you kick-start a career as an HR/ER professional or advance your current practice to the next level.

Graduate Certificate in Labor and Employment Law (9 credits)

Gain a deeper understanding of labor and employment laws and learn to influence HR policies designed to protect both workers and employers. This online HR certificate program covers unfair labor practices, workplace discrimination, termination, occupational safety, FMLA, privacy, and more.

Graduate Certificate in Strategic HR and Workplace Ethics (9 credits)

Prepare to strategically align HR programs and ER policies with an organization's business goals while also fostering a positive and productive work environment. Demonstrate and communicate knowledge of strategic human resources and ethics to excel in leadership roles.

Graduate Certificate in Talent Management (9 credits)

Create a staffing pipeline that drives growth, improves profitability, and delivers a competitive advantage for your organization. This certificate provides an in-depth study of capital human management while focusing on recruiting strategies, employee benefits, compensation, performance management, and more.



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 certificate or 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.

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 career support services are available?

We strive to put your success first. As a student, you may receive **1:1 career coaching with a Ph.D. faculty member** to help you explore your career options. You also gain expanded access to career service resources from both the School of Labor and Employment Relations (LER) and Penn State World Campus.

Learn more:

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

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



“In one of my courses, I read a book called ‘You Don’t Need a Title to Be a Leader.’ For me, that became my mantra as I learned how to lead from a place of servant leadership. Today, I’m a leader of a division, but I empower my team to be leaders as well. The lessons that you learn in those courses, they’re real-life lessons. And you carry them with you.”

—Dionne W., master’s program graduate

Contact Us

Admissions Questions

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worldcampus.psu.edu/admissions



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