

The background image shows the Old Main building at Penn State, a large stone structure with classical columns and a central clock tower. In the foreground, a large, abstract green sculpture made of thick metal rings is visible. The sky is blue with some white clouds.

## Master of Science Degree in Human Resources and Employment Relations

*A professional degree with a Liberal Arts edge*



## Penn State at a Glance

- » Founded in 1855
- » 46,000+ students
- » 6,000+ graduate students
- » State College, PA is frequently named on "Best College Town" and "Best Places to Live" lists

## The School of Labor and Employment Relations

- » Established in 1942
- » Offers residential B.A., B.S., M.S., M.P.S. degrees as well as online degrees
- » Focused on quality
- » Strong community of students
- » Small class sizes

## School Research Centers

- » **The Center for International Human Resource Studies** encourages scholarly research and serves the International HR practitioner community
- » **The Center for Global Workers' Rights** focuses on vulnerable workers in precarious sectors of the global economy



Amarachi Nlemigbo

“

Getting the MS HRER degree from Penn State was truly an enriching experience. The dynamic learning environment and engaging interactions with my cohort enabled me to gain varied perspectives on the topics covered in class. In addition, my learning was extended beyond the classroom with opportunities to participate in case competitions, visit companies and engage with industry professionals.

— **Amarachi Nlemigbo '18**



**Your success is our goal!** As a student in our two-year, 39-credit MS in HRER program, you will develop your ability to understand, analyze, integrate, and synthesize knowledge across multiple disciplines. This prepares you to effectively handle the complex situations and challenges facing professionals working in human resource management and employment relations roles. We leverage the Liberal Arts to develop your analytical thinking and presentation skills, in addition to equipping you with the professional knowledge and skills you will need to advance your career. With a strong focus on ethical HRM and ER challenges in domestic and global workplaces, you will be ready to recognize, analyze and respond in accordance with the standards, values, and best practices in the field.



## Residential Master of Science Degrees

- » Master of science in human resources and employment relations (with options in human resources or employment relations)
- » Integrated bachelor of science in labor and employment relations and master of science in human resources and employment relations
- » Integrated bachelor of science in Spanish and master of science in human resources and employment relations
- » Integrated bachelor of science in psychology and master of science in human resources and employment relations
- » Juris doctorate/master of science joint program
- » Post-baccalaureate certificate program

## Student Profile

Over the last five years, Penn State's M.S. in HRER students have come from sixteen states and ten countries.

68% - Women  
22% - Underrepresented Minorities  
24% - International  
26 - Average Age  
21 - Youngest  
61 - Oldest

## By the Numbers

9:1 student to full-time faculty ratio  
35 faculty  
40+ courses offered  
99% graduation rate  
99% internship rate  
3,000+ alumni

# WE ARE PENN STATE

A photograph of Penn State cheerleaders in white sweaters and blue and white striped sleeves, holding white pom-poms and cheering with their mouths open. The background shows a stadium setting.

*Our program highlights the growing importance of ethics, diversity, and globalization in the workplace in both public and private organizations by providing advanced coursework in these areas.*

People are the most important resource in any organization. Professionals in the field of Human Resources and Employment Relations (HRER) are responsible for recruiting, training, motivating, rewarding, and retaining the best possible workforce for an employer and for ensuring that people are treated ethically.

Because all organizations need to manage talent effectively, professionals in the HRER field are not limited to working in business. Nonprofit, educational, labor, and healthcare organizations, as well as federal, state, and local government agencies, all need the right people doing the right things in the right way to succeed.



“

This program has not only taught me about Labor and Employment Relations, but it has also taught me how to network, the proper etiquette in the workplace and during interviews, and most importantly self-confidence. The connections this program allows students to make is remarkable and has exceeded far beyond any of my expectations. The program is made up of a group of students who are not here just to get a Penn State degree, but are dedicated and truly excited to succeed in this field.

— **Tylar Smith '20**



## WHERE OUR M.S. IN HRER STUDENTS FIND INTERNSHIPS AND BUILD CAREERS

WE TAKE PRIDE IN OUR  
SUCCESSFUL EMPLOYMENT  
PLACEMENT PROGRAM

» Accenture » Ernst & Young » Google » IBM  
» PricewaterhouseCoopers » Hershey  
» General Electric » Bayer » MERCK  
» Microsoft » Raytheon » American  
Federation of Teachers » Samsung » Lockheed  
Martin » Pepsi » United Steelworkers  
» Bank of America » AFSCME » Deloitte  
» Penn State » Amazon » Aramark  
» International Paper » NFL Players  
Association » Coca-Cola » United  
States Postal Service » Intel  
» Siemens » Textron » American  
Red Cross » Air Products  
» Nestle » Target  
» McKinsey&Company  
» PNC » National Labor  
Relations Board  
» Pennsylvania AFL-CIO  
» Johnson & Johnson  
» TE Connectivity  
» Verizon » Sheetz  
» Vanguard  
...and more!







Shun Yiu

“

The thing I love the most about this program is the support you get from the faculty and the sense of camaraderie among the students. You only get these in a small and selective program like Penn State's.

— **Shun “Shaun” Yiu '19**

## Society of Human Resource Management/Society of Labor and Employment Relations

SHRM-SLER has a strong affiliation with both the School of LER and the national Society for Human Resource Management. Because of these two affiliations SHRM-SLER's activities focus around both professional opportunities through SHRM and also opportunities to engage and network with the School of Labor and Employment Relations' alumni and faculty through different events and activities.

In addition to our residential degrees, we also offer an online M.P.S. in HRER program. For more information on our online master's program, please visit: [worldcampus.psu.edu](https://worldcampus.psu.edu) and search for: “Master of Professional Studies in Human Resources and Employment Relations.”



In most professional master's programs, students are expected to cover their own tuition and living costs. However, **the Penn State M.S. in HRER awards financial aid on a competitive basis**, usually through graduate assistantships to those students with the strongest academic and professional records. Other funding, e.g. for study abroad, can also be offered from alumni endowments.





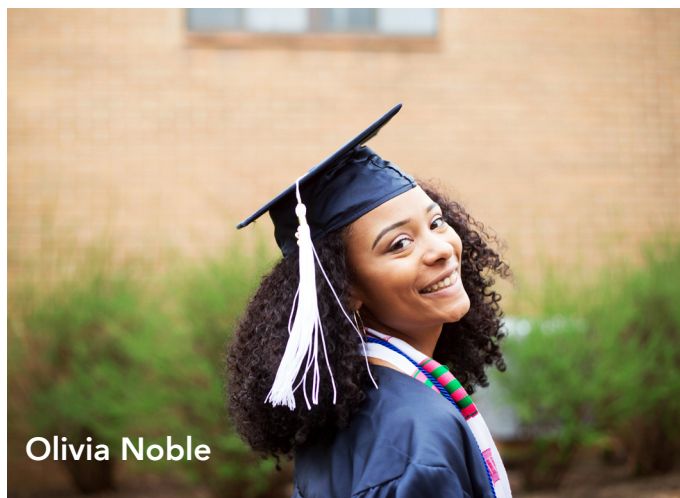
# Applying to the School of Labor and Employment Relations

Applicants must hold either (1) a baccalaureate degree from a regionally accredited U.S. institution or (2) a tertiary (postsecondary) degree that is deemed comparable to a four-year bachelor's degree from a regionally accredited U.S. institution. This degree must be from an officially recognized degree-granting institution in the country in which it operates with a minimum undergraduate GPA of 3.00. Applicants who are still completing their baccalaureate requirements at the time of application may be admitted to the Graduate School conditional on the awarding of the baccalaureate degree.

## Requirements

Once you have read the Graduate School requirements and are ready to apply, you may proceed to the application at [gradschool.psu.edu/apply/](https://gradschool.psu.edu/apply/) where you will need to submit the following:

- » **A statement of purpose** articulating your educational and career goals as well as your interests and how our program will help you achieve these goals
- » **Transcripts** from all postsecondary institutions attended
- » **Three letters of recommendation** from individuals who can attest to your ability and commitment to perform graduate-level work.
- » **A writing sample**, preferably an individually written essay or research paper that you submitted in a college course
- » **Your GRE or GMAT score** should be sent to Penn State through the ETS score reporting system (the Penn State code to submit GRE and GMAT scores is 2660). Penn State students are not required to submit GRE or GMAT scores
- » **Minimum TOEFL score** of 550 for paper-based test, 213 on computer-based test or a total score of 80 with 19 on the speaking section on the internet-based test (iBT). The minimum acceptable composite score for the IELTS is 6.5 (for international students only).
- » **Your résumé**
- » **Application fee:** \$65



Olivia Noble

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The HRER program has provided me so many wonderful opportunities and connections that have helped with establishing my career. The program has taught me to put the work before the play and I will be happier each day.

— **Olivia Noble '19**

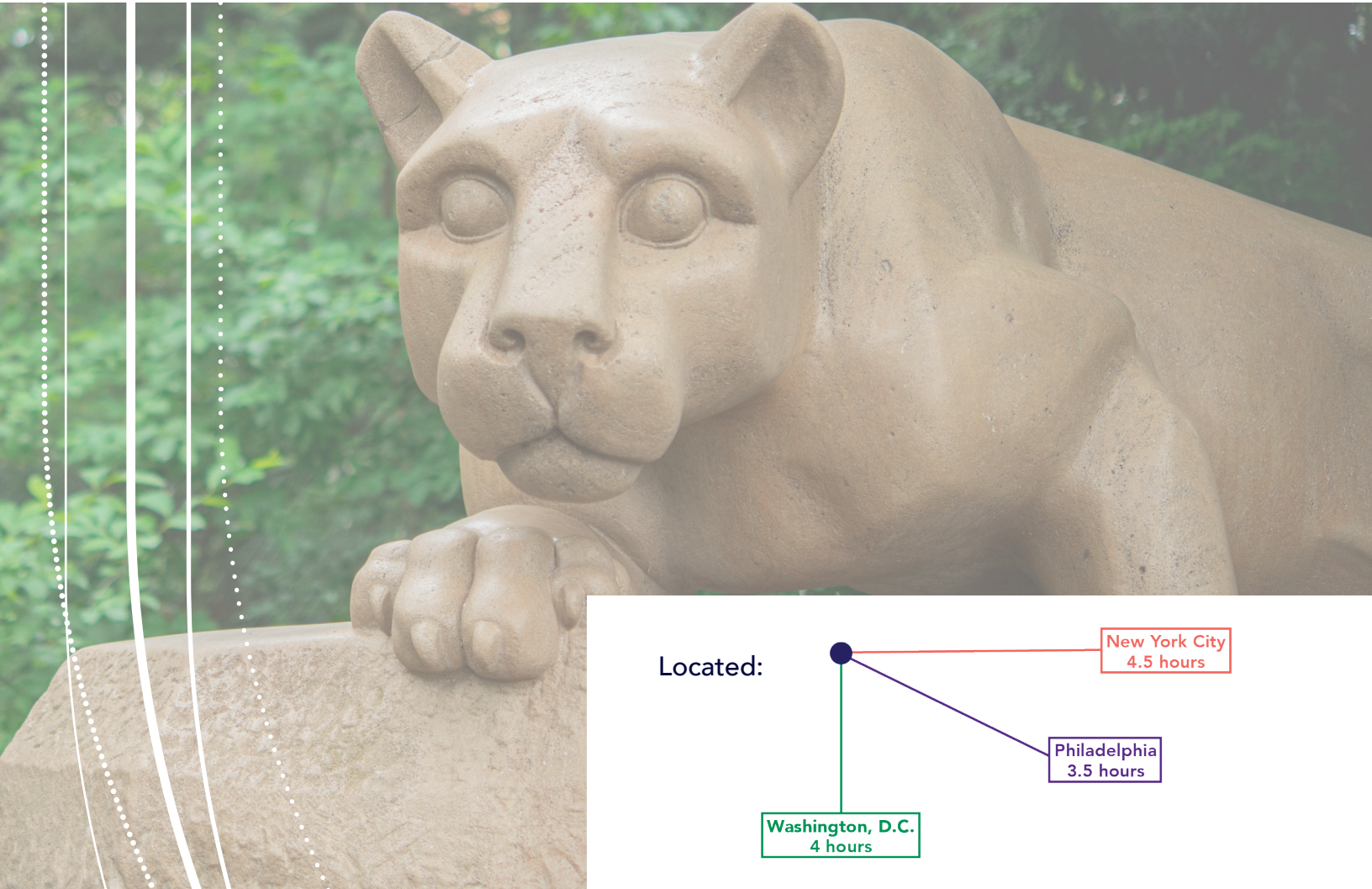
Students intending to begin classes in August must submit their M.S. application and all completed materials, including three letters of recommendation, by **Feb. 1** for full financial aid consideration.





# WE ARE...

***Making workplaces better for more than 75 years.***



Located:

New York City  
4.5 hours

Philadelphia  
3.5 hours

Washington, D.C.  
4 hours

## **School of Labor and Employment Relations**

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