

WHAT CAN I DO WITH THIS DEGREE?

HUMAN RESOURCE MANAGEMENT

AREA - HUMAN RESOURCES

- Benefits
- Compensation
- Employee Relations
- Human Resources Information Systems (HRIS)
- Labor Relations
- Selection and Placement
- Recruiting
- Retention
- Occupational Safety
- Equal Employment Opportunity
- Diversity Issues
- Policy Development

EMPLOYERS

- Financial institutions
- Hotel, restaurant, and retail chains
- Manufacturing firms
- Hospitals and healthcare organizations
- Educational institutions
- Employment and staffing agencies
- Professional employment organizations (PEOs)
- Other medium and large size organizations
- Nonprofit organizations
- Labor unions
- Federal government agencies including: Department of Labor, Employment Security Commission, Bureau of Labor
- Local and state government agencies

STRATEGIES

Develop strong computer skills, especially with spreadsheets and databases.

Obtain internships in human resources. Develop presentation skills and conflict resolution abilities through coursework and activities. Cultivate strong analytical skills. Be willing to start in an entry-level human resources or benefits assistant position. Learn about Occupational Safety and Health Administration (OSHA) standards and compliance. Earn a graduate degree (MBA, masters, or law) to reach the highest levels of human resource management. Learn government application procedures. Complete a federal government internship program.

AREA - TRAINING AND DEVELOPMENT

- Industrial Training
- Technology Training
- Management Development
- Performance Improvement
- Organizational Change

EMPLOYERS

Corporate universities
Consulting firms
Manufacturing companies
Retail and customer service industries
Restaurant and hotel chains
Business and industry training facilities
Educational institutions

STRATEGIES

Obtain related experience through internships and part-time or summer jobs.
Develop the ability to comprehend operational systems and to process new information quickly. Acquire current knowledge of issues in technology, industry, and business education through professional association journals. Develop solid knowledge of the content area being addressed in training. Be prepared to start working in another area of human resources before moving into a training position. Learn about Occupational Safety and Health Administration (OSHA) standards and compliance. Learn about International Organization for Standardization (ISO) criteria.

AREA - NON-PROFIT

Development
Volunteer Coordination
Programming
Administration

EMPLOYERS

Community agencies
Healthcare organizations
Private foundations

STRATEGIES

Volunteer in community development projects or with an organization of interest.
Take on leadership roles in campus organizations. Learn how to administer a budget through coursework or volunteering. Develop planning skills. Obtain an internship in fund-raising or related field.

AREA - LAW

Arbitration and Mediation
Labor Relations
Employment Law

EMPLOYERS

Law firms
Large corporations
Government agencies
Public interest legal agencies

STRATEGIES

Obtain a law degree.
Join a debate team and participate in mock trial.

Take courses in employment law, conflict management, and labor relations.
Gain experience with mediation.

AREAS - INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Organizational Development
Assessment and Evaluation
Personnel Selection
Performance Appraisal
Job Analysis
Individual Development
Labor Relations
Ergonomics
Teaching
Research

EMPLOYERS

Consulting firms
Educational services
Colleges and universities
Private and public companies
Government agencies
Military research organizations
Test preparation companies

STRATEGIES

Double major or minor in psychology as an undergraduate. Earn a doctoral degree in industrial/organizational psychology. Demonstrate strong interest in studying the behavior of people at work. Obtain internships in areas of organizational development. Conduct independent research study in areas of interest. Develop aptitude in statistical analysis and computers.

Resource: <http://www2.washjeff.edu/careerservicesmajors/html/humanres.htm>