

## **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>