

HUMAN RESOURCE MANAGEMENT/DEVELOPMENT

What can I do with this major?

AREAS	EMPLOYERS	STRATEGIES
<p><u>HUMAN RESOURCES</u> 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</p>	<p>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</p>	<p>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.</p>

TRAINING AND DEVELOPMENT

<p>Industrial Training Technology Training Management Development Employee and Organizational Development Performance Improvement Organizational Change</p>	<p>Corporate universities Consulting firms Manufacturing companies Retail and customer service industries Restaurant and hotel chains Business and industry training facilities Educational institutions</p>	<p>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.</p>
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AREAS

EMPLOYERS

STRATEGIES

NON-PROFIT

Development
Volunteer Coordination
Programming
Administration

Community agencies
Healthcare organizations
Private foundations

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.

BUSINESS

Management
Operations Management
Customer Service
Marketing
Sales

Public and private corporations including:
Retail stores
Banks and financial institutions
Insurance firms
Manufacturers
Product and service organizations

Develop a strong background in other business functions such as marketing or management.
Gain leadership experience through campus involvement or volunteer work.
Intern with companies in fields of interest.
Gain strong writing and public speaking skills.
Develop proficiency in computer software application packages.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

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

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

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.

LAW

See also What Can I Do With This Major in Law?
Arbitration and Mediation
Labor Relations
Employment Law
Contractual
Corporate
Nonprofit or Public Interest

Law firms
Federal, state, and local government
Private practice
Corporations
Special interest groups
Universities and colleges
Legal aid societies

Plan on attending law school or a paralegal training school/program depending on area of interest.
Develop strong research skills and attention to detail.
Participate in debate or forensic team to hone communication skills.
Take courses in employment law, conflict management, and labor relations.

AREAS

LAW CONTINUED

Government
Mediation
Other Specialties

EMPLOYERS

Nonprofit and public interest organizations, e.g.
ACLU, NAACP Legal Defense Fund, Legal
Services Corporation
Legal clinics
Other private legal services

STRATEGIES

Gain experience and build skills through part-time or summer work in a law firm or an organization related to your particular interests.
Shadow an attorney to learn more about the field and various specialties.
Get involved in pre-law and mock trial organizations. Volunteer with a public advocacy group.
Seek experience with mediation and conflict resolution.
Maintain a high grade point average and secure strong faculty recommendations. Prepare for the LSAT (Law School Admission Test).

GENERAL INFORMATION

- Be prepared to start in entry level positions within organizations and work up to positions of greater responsibility. Develop an area of expertise along the way.
- Graduate education including MBA, MS, or JD qualifies one for higher salaries and positions with greater responsibility.
- Obtain internships in an area of interest such as human resources, training, or organizational development.
- Participate in related co-curricular activities and obtain leadership positions to broaden skills.
- Successful human resource professionals are business-minded and well-rounded. Cultivate "hard skills" such as technology and statistics along with "soft skills" such as mediating and advising.
- Develop excellent communication skills, both verbal and written.
- Demonstrate a strong desire to work with people of various backgrounds and educational levels.
- Learn desktop publishing and other software packages.
- Become familiar with current business literature and news.
- Join professional associations in field of interest, such as American Society for Training and Development, Society for Human Resource Management, American Management Association, Employment Management Association, Society for Industrial and Organizational Psychology, and others.
- Network with human resource managers through professional association meetings and conferences.
- After gaining two years of professional experience in human resources, prepare to take the Professional Human Resource Exam (PHR) to increase job opportunities and earning potential. Research other specialized certifications such as the Certified Employee Benefit Specialist (CEBS).