



WHAT CAN I DO WITH A MAJOR IN ... HUMAN RESOURCES

PROFESSION OVERVIEW:

Human resource management covers a wide variety of tasks and functions within an organization, including: recruiting and hiring, employee compensation and benefits, corporate policy, employee assistance, and training. Within the field of human resource management there is an endless list of possible jobs. Some of these include: recruiters, EEO officers, employer relations specialist, benefits managers, training and development managers, and labor relations, just to name a few.

Due to the variety of jobs within the human resource industry, the educational requirements can vary significantly. Today most employers seeking to fill entry-level positions look for college graduates with an Associate's or Bachelor's degree in human resources or personnel management. Other acceptable backgrounds include business and liberal arts degrees. A Master's degree or other advanced education is usually helpful when seeking top-level management positions. Courses should cover business management, organizational and behavior theory, leadership and ethics, occupational and employment laws, accounting, and more.

SAMPLE OCCUPATIONS:

Please ask your Career Advisor (CDF) for help in identifying additional occupations for your major or additional resources for each of the occupations. *Note that some of these options may require an advanced degree.*

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| <ul style="list-style-type: none"> • Arbitrator • College Recruiter • Corporate Recruiter • Director of HR | <ul style="list-style-type: none"> • Educational Consultant • Employee Benefits Director • Employee Benefits Manager • Employment Interviewer | <ul style="list-style-type: none"> • HR Generalist • HR Specialist • Labor Relations Manager • Wage & Salary Analyst |
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AVERAGE YEARLY SALARY (BACHELOR DEGREE CANDIDATES):

Functional Area	Average \$ Offer		Percentiles		
	2005	2004	25 th	50 th	75 th
Human Resources (Generalist)	33,621	33,852	27,000	32,000	38,000
Human Resources (Healthcare)	33,000	*	*	*	*
Human Resources (Federal)	34,500	*	*	*	*
Human Resources (Consulting)	42,133	*	*	*	*
Human Resources (Financial Services)	38,500	*	*	*	*
Human Resources (Sales)	35,667	*	*	*	*
Human Resources (Military)	45,000	*	*	*	*

INFORMATIONAL WEBSITES:

 <http://online.onetcenter.org>



<http://www.bls.gov/oco/oco1001.htm>

PROFESSIONAL ASSOCIATIONS:

- Employers Resource Association <http://www.hrxperts.org>
 National Human Resources Association <http://www.humanresources.org>
 Professionals in Human Resources Association <http://www.pihra.org>
 Society of Human Resource Management <http://www.shrm.org>