

WHAT TO DO WITH A MAJOR IN

HUMAN RESOURCES?

Human Resources is one of six concentrations within the Management major. Human resource (HR) professionals have to balance their understanding of how businesses operate with knowledge of best people practices and employment laws in order for both parties to perform effectively. Within the major, there are opportunities to learn about: **Recruiting and selecting** talent, **compensation and/or benefit plan** strategies, as well as creating **training and development** resources. Each of the

aforementioned are hyperlinked to further information on the tasks performed in the role, employability predictions and earnings based upon data from the Department of Labor.

To learn more and hear stories straight from alumni who concentrated their studies in this area visit ask.depaul.edu to learn more!



I CAN GO INTO...

AND POSSIBLY WORK FOR...

DOING THIS CAN HELP ME GET THERE...

CAREER AREAS	POTENTIAL EMPLOYERS	JOB SEARCH STRATEGIES
<p>HUMAN RESOURCES</p> <ul style="list-style-type: none"> • Selection and Placement • Recruitment • Onboarding/Orientation • Retention • Career Planning/Counseling • Benefits • Compensation and Payroll • Employee Relations • Health and Wellness • Labor Relations • Dispute Resolution • Risk Management • Regulatory Compliance • Occupational Safety • Equal Employment Opportunity • Diversity Issues • Policy Development • Human Resources Information Systems • Strategic Planning • Consulting 	<ul style="list-style-type: none"> • Financial institutions • Hotel, restaurant, and retail chains • Manufacturing firms • Hospitals and healthcare organizations • Transportation companies • Educational institutions • Employment and staffing agencies • Professional employment organizations • Nonprofit organizations • Labor unions • Federal government agencies • Local and state government agencies • Consulting firms. 	<p>Gain Experience</p> <ul style="list-style-type: none"> • Be willing to start in an entry-level role like a human resources coordinator or assistant, and advance with experience. • Develop strong computer skills including, spreadsheets, databases, and HR-related software. • Gain related experience through internships in human resources. • Become comfortable communicating and working with people from diverse backgrounds. <p>Future Development</p> <ul style="list-style-type: none"> • Earn a graduate degree in human resources, business, or law to reach the highest levels of human resource management. • 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.



SAMPLE EMPLOYERS

- Grant Thornton LLP
- Jones Lang LaSalle
- AkzoNobel
- MillerCoors
- McDonald's
- AON
- ComCast
- ADP
- Metra

SAMPLE JOB TITLES

- HR Coordinator
- Service Support Specialist
- Recruiter
- Learning & Development Manager
- Global HR Director
- Payroll/HR Information Systems (HRIS)
- HR Employee Services
- HR Business Partner
- HR Systems Business Analyst
- General Counsel/ Ethics Officer



CAREER AREAS**POTENTIAL EMPLOYERS****JOB SEARCH STRATEGIES****TRAINING AND DEVELOPMENT**

- Program Development
- Onboarding/Orientation
- Industrial or Technology Training
- Management Development
- Employee and Organizational Development
- Performance Improvement
- Organizational Change

- Corporate universities
- Consulting firms
- Business and industry
- Training facilities
- Manufacturing companies
- Retail and customer service industries
- Restaurant and hotel chains
- Hospitals and healthcare organizations
- Educational institutions

- Develop training and development skills through tutoring or training positions on campus.
- Obtain related experience through internships or in-depth volunteering.
- Stay abreast of current issues in technology, industry, and business education through professional association journals.
- Hone communication and presentation skills. Gain comfort in working with people of varying backgrounds.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

- Organizational Development/Effectiveness
- Assessment and Evaluation
- Personnel Selection/Hiring Systems
- Performance Appraisal
- Job Analysis
- Behavioral Analysis
- Training
- Teaching
- Research

- Educational services
- Colleges and universities
- Large private and public companies in a variety of industries
- Government agencies
- Military research organizations
- Test preparation companies

- Double major or minor in psychology as an undergraduate.
- Conduct an independent research study or volunteer to assist a professor with research to gain experience.
- Obtain internships in areas of organizational development.
- Develop aptitude in statistical analysis and relevant software packages.

