What is Human Resources?

• Overseeing the “people” side of an organization, including compensation and benefits, career development, hiring, training, and many other functions

• Attracting and retaining qualified employees and managing them effectively
Characteristics for Success

- Ability to motivate others
- Diplomatic
- Effective communication skills
- Enjoys working with people
- Engaging presentation skills
- Strong sense of ethics and integrity
Preparation

• Typically, a four-year bachelor’s degree in a field related to human resources is required

• Often, for promotional opportunities, an advanced degree, such as the Master of Human Resource Management degree, is necessary

• Some organizations look for candidates to have or will support current employees to pursue human resources certifications, such as:
  • [Professional in Human Resources (PHR)]
  • [Senior Professional in Human Resources (SPHR)]
  • [Society for Human Resource Management (SHRM)]
<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Recruiting/Hiring</td>
<td>• Determine staffing needs and organize and execute recruiting strategy</td>
</tr>
<tr>
<td>Training and Development</td>
<td>• Responsible for the organization’s training requirements, programs, and career development needs</td>
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<tr>
<td>Compensation and Benefits</td>
<td>• Manage organization’s compensation and rewards program</td>
</tr>
<tr>
<td>Employee and Labor Relations</td>
<td>• Prevent and resolve problems involving employees which stem out of or affect work situations</td>
</tr>
<tr>
<td>Generalist</td>
<td>• Oversee all specialist areas listed above</td>
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</tbody>
</table>
Sample Employers

- Abercrombie & Fitch
- Big Lots
- Cardinal Health
- DHL Supply Chain
- Greif, Inc.
- Kohl’s Corp.
- Owens Corning
- Sherwin-Williams
- Texas Instruments
- Worthington Industries
## Salary Information

### Fisher College of Business

**Average Human Resources Salaries (2019-2020)**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Full-Time</td>
<td>$52,327</td>
</tr>
<tr>
<td>Intern</td>
<td>$18 hourly</td>
</tr>
</tbody>
</table>
Job Outlook

- Employment of human resources specialists is projected to grow 5 percent from 2018 to 2028, about as fast as the average for all occupations. Human resources specialists will be needed to handle increasingly complex employment laws and healthcare coverage options. Most growth is projected to be in the professional, scientific, and technical services industry.

- Employment of compensation, benefits, and job analysis specialists is projected to grow 6 percent from 2018 to 2028, about as fast as the average for all occupations. Job prospects should be best for candidates with a bachelor’s degree, work experience performing compensation analysis or benefits administration, and related human resources work.

- Employment of training and development specialists is projected to grow 9 percent from 2018 to 2028, faster than the average for all occupations. Job prospects should be best for those with experience developing online and mobile training programs.

- See the Occupational Outlook Handbook for additional information: http://www.bls.gov/OCO
Fisher Resources

Academic Information

- Management and Human Resources Department
- Human Resources Specialization Course Information

Extracurricular Information

- Human Resources Association