WHAT IS HUMAN RESOURCES?
• A general term used to describe a variety of functions aimed at effectively managing an organization’s employees or “human resources”
• HR professionals oversee the “people” side of an organization including compensation and benefits, career development, training, hiring and many other functions
• The goal of HR is to assist organizations to meet their strategic goals by attracting and retaining qualified employees, and managing them effectively while ensuring that the organization complies with all appropriate labor laws
• Involves such activities as writing job descriptions, interviewing and testing applicants, administering salary and benefit programs, staff training, counseling employees concerning their personal and job problems, dealing with rule violation and conducting research in employment problems

PREPARATION
• A bachelor’s degree with a specialization in human resources is a necessity
• The course work should include courses in business administration, applied psychology, statistics, human resource policy, political science, sociology, writing and public speaking
• Extracurricular college activities are often given considerable emphasis, as is part-time or summer employment
• Personal qualities of importance include the ability to speak and write effectively, and better than average skills in working with people of all levels of intelligence and experience

CAREERS
General: human resource assistant, specialist
Employment, recruiting and placement: interviewer, EEO specialist, college recruiter
Training and development: trainer, orientation specialist
Compensation and benefits: salary administrator, compensation analyst, benefits administrator
Employee and labor relations: labor relations specialist, plant personnel assistant, employee relations specialist
Health, safety and security: safety specialist, security specialist, employee assistance program counselor, medical program administrator

HIRING COMPANIES (a sampling of companies who have recruited HR majors)
A Light Solutions
Exxon Mobile
General Electric
Greif
Honda
Huntington Bank
JPMorgan Chase & Co.
Liberty Mutual Insurance
Navigator Management Partner
Northstar Cafe
Oracle
PNC Financial Service
Sherwin Williams
Worthington Industries

SALARY (average salaries for 2018-2019)
Full-time $52,987
Intern $16/Average Hourly Salary
Review the Career Exploration by Academic Specialization PowerPoints.
Each presentation covers career areas, sample job titles, career path, companies that hire this major, salary information, professional organizations and more.

fisher.osu.edu/offices/career-management/undergraduate-students/explore-careers

Check out the “From Orientation To Graduation” blog.
The blog features student interns who post notes about their initial steps into the business world, the challenges they face as interns, and how they are applying their classroom theories and extracurricular activities to practice. “From Orientation To Graduation” is a great place to read about the experiences and contributions being made by a select group of undergraduate students. The blog also offers career related tips and advice throughout the year.

fisher.osu.edu/blogs/ug-career-mgmt

Enroll in Business Administration 2600 (offered spring semester).
This is a speaker series course with a focus on business enrichment for Fisher undergraduate students. While open to all business majors, this class is structured to benefit freshmen and sophomores who are exploring the many fields of business study. During the course a variety of business and community leaders share their personal and professional life stories with a focus on their own challenges and successes.

Talk to people!
Informational interviewing is a method of career exploration and a way of discovering jobs not publicly advertised. It is not the same as a job interview. Informational interviewing allows you to talk with people already in the industry you have targeted. By obtaining informational interviews, you have gained access to the “inside information” regarding career paths, alternate careers that will use your skills, and people to contact who may be looking for an employee like you.

Peer Career Coaches in the Office of Career Management and Peers Advisors in the Undergraduate Programs and Advising Office are students who are happy to talk with you and answer questions about their experience in selecting a specialization.

Get Involved!
Student organizations are a great way to meet new people (alumni, employers, and peers) and to learn about specializations. There are over 30 student organizations in Fisher.

fisherosu.edu.campuslabs/engage/

Review job descriptions in Handshake or on company websites.
Job descriptions help you learn what skills and qualifications employers are seeking in candidates and the type of information you will be learning in a specialization.

Utilize the Occupational Outlook Handbook.
For hundreds of different types of jobs the Occupational Outlook Handbook tells you: the training and education needed, earnings, expected job prospects, what workers do on the job, and working conditions. In addition, the handbook gives you job search tips, links to information about the job market in each state, and more.

bls.gov/ocoandsalesforcemanagement