

What can I do with a...

Major in Human Resources Management?

| <i>I CAN GO IN TO...</i> | <i>AND POSSIBLY WORK FOR...</i> | <i>DOING THIS CAN HELP ME GET THERE...</i> | <i>SAMPLE COMPANIES</i> | <i>SAMPLE TITLES</i> |
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| CAREER AREA | POTENTIAL EMPLOYERS & INDUSTRIES | CAREER PREPARATION STRATEGIES | SAMPLE LIST FOR THIS MAJOR | SAMPLE LIST FOR THIS MAJOR |
| HUMAN RESOURCES | | | | |
| <ul style="list-style-type: none"> Recruitment Selection Onboarding/Orientation Retention Career Planning/Counseling Benefits Compensation and Payroll Employee Relations Wellness Labor Relations Regulatory Compliance Occupational Safety Equal Employment Opportunity Diversity Inclusion Policy Development Human Resources Information Systems (HRIS) Strategic Planning Consulting | <p>All industries including:</p> <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 Nonprofit organizations Labor unions Federal government agencies including: <ul style="list-style-type: none"> -Department of Labor -Employment Security Commission -Bureau of Labor Local and state government agencies Consulting firms | <p>Sharpen your skills</p> <ul style="list-style-type: none"> Prepare to take the SHRM-CP and/or Professional Human Resource Exam (PHR) to increase job opportunities and earning potential. Research other specialized certifications such as the Certified Employee Benefit Specialist (CEBS). Computer skills including, spreadsheets, databases, and HR-related software. Communicating and working with people from diverse backgrounds. Strong interpersonal skills. Analytical and decision-making skills. Eye for detail. Learn about Occupational Safety and Health Administration (OSHA) standards and compliance. Technology, statistics, mediating and advising. <p>Gain experience Intern in HR area.</p> <p>Network Join the student chapter of the Society for Human Resource Management.</p> | <ul style="list-style-type: none"> PhysAssist Scribes, Inc. Up Cancer 3C Dental Group Aerial Optic, LLC | <p>Job titles</p> <ul style="list-style-type: none"> Human Resources Generalist <p>Internship titles</p> <ul style="list-style-type: none"> Human Resources Intern Virtual Human Resource Lead (100% telework) |

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| | | <p>Pursue a minor Click or tap here to enter text.</p> <p>Pursue graduate school</p> <ul style="list-style-type: none">• Human resources, business, or law.• MBA or MS | | |
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| TRAINING AND DEVELOPMENT | | | | |
| <ul style="list-style-type: none"> • Instructional Design • Program Development • Onboarding/Orientation • Industrial Training • Technology Training • Management Development • Employee and Organizational Development • Performance Improvement • Organizational Change • Leadership Development | <ul style="list-style-type: none"> • 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 | <p>Sharpen your skills</p> <ul style="list-style-type: none"> • Comprehend operational systems and to process new information quickly. • Current issues in technology, industry, and business education. • Communication and presentation skills. Gain comfort in working with people of varying backgrounds. • Occupational Safety and Health Administration (OSHA) standards • International Organization for Standardization (ISO) criteria. <p>Gain experience</p> <ul style="list-style-type: none"> • Peer tutoring • Be prepared to start working in another area of human resources before moving into a training position. <p>Network Click or tap here to enter text.</p> <p>Pursue a minor Click or tap here to enter text.</p> <p>Pursue a graduate degree</p> <ul style="list-style-type: none"> • Master's degree in human resources, training and development. • MBA or MS | <ul style="list-style-type: none"> • Labatt Food Service • Proximate Technologies Inc. • Insilico Logix LLC • FDM Group • Buckle • OneStar Foundation | <p>Job titles</p> <ul style="list-style-type: none"> • Instructional Designer • Training and Placement for .Net • Training and Placement as a Quality Analyst • Professional Development Program • Management Development Program • Disaster Program Development OneStar VISTA, Team Rubicon <p>Internship titles Click or tap here to enter text.</p> |

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| INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY | | | | |
| <ul style="list-style-type: none"> Organizational Development/Effectiveness Assessment and Evaluation Personnel Selection/Hiring Systems Performance Appraisal Job Analysis Behavioral Analysis Coaching/Mentoring Labor Relations Employee Safety Ergonomics Research Consulting | <ul style="list-style-type: none"> Consulting firms Educational services Colleges and universities Large private and public companies in a variety of industries Government agencies Military research organizations Test preparation companies | <p>Sharpen your skills</p> <ul style="list-style-type: none"> Independent research study or assist a professor with research. Study the behavior of people at work. Statistical analysis and relevant software packages. <p>Gain experience</p> <p>Intern in organizational development.</p> <p>Network</p> <p>Click or tap here to enter text.</p> <p>Pursue a minor</p> <p>Psychology</p> <p>Pursue a graduate degree</p> <ul style="list-style-type: none"> Doctoral degree in industrial/organizational psychology. MBA or MS | <ul style="list-style-type: none"> EXOS Cultivate Behavioral Health and Education Kerrville Independent School District Integral Care | <p>Job titles</p> <ul style="list-style-type: none"> Behavior Technician (BT or RBT) Educational Diagnostician/ Licensed Specialist In School Psychology/ LSSP Trainee Supported Employment & Education Specialist <p>Internship titles</p> <p>Performance Specialist Intern</p> |

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| LAW | | | | |
| <ul style="list-style-type: none"> • Arbitration and Mediation • Labor Relations • Employment Law • Contractual • Corporate • Nonprofit or Public Interest • Government | <ul style="list-style-type: none"> • Law firms • Federal, state, and local government • Private practice • Corporations • Special interest groups • Universities and colleges • Legal aid societies • Nonprofit and public interest organizations, e.g. ACLA, NAACP Legal Defense Fund, Legal Services Corporation • Legal clinics • Other private legal services | <p>Sharpen your skills</p> <ul style="list-style-type: none"> • Research skills and attention to detail. • Courses in employment law and conflict • Mediation and conflict resolution <p>Gain experience</p> <ul style="list-style-type: none"> • Participate in debate • Part-time or summer work in a law firm. • Shadow an attorney • Get involved in pre-law and mock trial organizations • Volunteer with a public advocacy group <p>Network Click or tap here to enter text.</p> <p>Pursue a minor Click or tap here to enter text.</p> <p>Pursue a graduate degree</p> <ul style="list-style-type: none"> • JD • Prepare for the LSAT (Law School Admission Test) | <ul style="list-style-type: none"> • Texas Workforce Commission (TWC) • Employees Retirement System of Texas | <p>Job titles</p> <ul style="list-style-type: none"> • Contract Administrator <p>Internship titles</p> <ul style="list-style-type: none"> • Office of Employer Commissioner (Law Clerk) |

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| BUSINESS | | | | |
| <p>Sales Customer Service Marketing Management Insurance: <ul style="list-style-type: none"> • Claims Management • Underwriting Real Estate: <ul style="list-style-type: none"> • Sales • Property Management </p> | <p>Service providers Wholesalers Manufacturers Retail stores including: <ul style="list-style-type: none"> • Department stores • Specialty stores • Discount stores • Super retailers • Online retailers Call centers Transportation companies Financial institutions Insurance companies Real estate companies Property management firms Apartment complexes</p> | <p>Sharpen your skills</p> <ul style="list-style-type: none"> • Learn to work well with different types of people. • Commitment to customer satisfaction. • Work well under pressure and be comfortable in a competitive environment. • Communication (oral and written), computer, interpersonal, leadership, and teamwork. <p>Gain experience</p> <ul style="list-style-type: none"> • Part-time or summer job in a retail store. Willingness to take on additional responsibilities such as “assistant manager.” • Be willing to start in a management-trainee program or other entry-level positions. <p>Network Click or tap here to enter text.</p> <p>Pursue a minor Click or tap here to enter text.</p> <p>Pursue a graduate degree MBA or MS</p> | <ul style="list-style-type: none"> • PhysAssist Scribes, Inc. • Up Cancer • 3C Dental Group | <p>Job titles</p> <ul style="list-style-type: none"> • Human Resources Generalist <p>Internship titles</p> <ul style="list-style-type: none"> • Human Resources Intern |

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| NON-PROFIT | | | | |
| <ul style="list-style-type: none"> • Fund/Raising/Development • Volunteer Coordination • Programming • Administration • Management • Public Relations • Research • Grant Writing • Direct Service | <ul style="list-style-type: none"> • Local and national nonprofit agencies • Foundations • Charitable organizations • Trade or professional associations • Historic sites/historical societies • Research organizations and think tanks • Educational institutions | <p>Sharpen your skills</p> <ul style="list-style-type: none"> • Grant writing and budget administration. • Program planning and event management skills, communication, and research skills. <p>Gain experience</p> <ul style="list-style-type: none"> • Volunteer in community development projects. • Intern in fund-raising <p>Network Click or tap here to enter text.</p> <p>Pursue a minor Click or tap here to enter text.</p> <p>Pursue a graduate degree MBA or MS</p> | <ul style="list-style-type: none"> • Texas Association of Charitable Clinics • Candlelight Ranch • Hays County Food Bank • Foundation Communities • Mzuzah Charitable Inc. | <p>Job titles</p> <ul style="list-style-type: none"> • Community Awareness Campaign Specialist • Volunteer Support Specialist <p>Internship titles</p> <ul style="list-style-type: none"> • Fall Internship for Marketing and Fundraising • Volunteer Services Intern • LEAD Sustainable Projects Review Manager (Intern) |

Selected information on this majors to careers information sheet was adapted from What Can I Do With This Major? produced by the University of Tennessee Center for Career Development.