Related Careers

All human resources occupations are closely related. Other workers with skills and expertise in interpersonal relations include counselors, education administrators, public relations specialists, lawyers, psychologists, social and human service assistants, and social workers.

Resources

  2010-2009 Occupational Outlook Handbook
- O*Net Online
  online.onetcenter.org/
- Society for Human Resource Management
  http://www.shrm.org/

Sources of information for this publication:
2010-2011 Occupational Outlook Handbook
O*Net Online, online.onetcenter.org/
National Association of Colleges and Employers, 2007 Salary Survey
http://www.naceweb.org/

What's Inside:
- Related Majors at Mizzou
- How to Prepare for a Career in Human Resources
- Career Information
- Required Skills and Abilities

For more information, contact:
Academic Exploration and Advising Services
M110 Student Success Center
Columbia, Missouri 65211
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Human Resource Management (HRM) is a term used to describe the set of tasks aimed at effectively managing an organization’s employees. HRM professionals oversee the business of managing people in an organization including compensation, benefits, career development, training, hiring, and other functions. HR practitioners structure employee retention programs to recruit and retain the best talent by making the company an employer of choice. HR is a key component of an organization’s management team. While the human resources department has historically been known for conducting interviews and explaining company benefits, the profession has a much larger role in business today.

Skills and Abilities

Employee relations challenges will face human resource professionals on a regular basis. The growing diversity of the workforce requires that they work with or supervise people with various cultural backgrounds, levels of education, and experience. HR professionals also will be involved in administrative work demanding close attention to detail and well-developed communication skills. As a supporter of both the business side and the people side, diplomacy is a must. HR professionals must be able to cope with conflicting points of view, function under pressure, and demonstrate discretion, integrity, fair-mindedness, and a persuasive, congenial personality.

Majors at MU

Business Administration with emphasis in Management (BUS)
Psychology (A&S)
Economics (A&S)
Agribusiness Management (CAFNR)
Agricultural Education with emphasis in Leadership (CAFNR)
Communication (A&S)

Typical Career Opportunities

- Human Resources Manager
- Employment Specialist
- Labor Relations Director
- Training Specialist
- Compensation and Benefits Director
- Recruiter

Preparation

- Undergraduates should pursue a balanced curriculum that includes the behavioral sciences, economics, general business, business and labor law, accounting and statistics. Courses that develop oral and written communication skills are equally essential. Additional course work to meet the greater technical demands of specialties within human resources, like compensation and benefits, is also recommended.
- Master’s degrees in human resource management, industrial relations, organizational development, organizational behavior, and business administration are a vital part of preparation of today’s human resource professionals in an increasingly complex marketplace and are worth considering.
- Previous experience is an asset for many specialties in the human resources field. Many employers prefer entry-level workers who have gained some experience through an internship or work-study program while in school.

Career Information

Graduates with a bachelor’s degree in human resources, human resources administration, or industrial and labor relations should be in demand; those with a technical or business background or a well-rounded liberal arts education also should find opportunities. Employment of human resources, training, and labor relations managers and specialists is expected to grow faster than the average for all occupations. College graduates who have earned certification should have the best job opportunities.

Salaries for HR Professionals differ and are dependent upon many factors such as an organization’s size, economic activity, geographic location, and level of experience. In addition, the demand for human resource management professionals is always directly related to the strength of the economy. Median annual earnings of human resource professionals was between $64,930 and $96,130 in May 2008.

According to a July 2007 salary survey conducted by the National Association of Colleges and Employers, bachelor’s degree candidates majoring in human resources, including labor and industrial relations, received starting offers averaging $41,680 a year.