What is Human Resource Management?

Assisting organizations in meeting their strategic goals by attracting and retaining qualified employees, and managing them effectively while ensuring that the organization complies with all appropriate labor laws.
General Preparation for HRM

• For some human resource positions, *educational requirements may be even more specialized*; an advanced degree may be necessary
• 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*
• Persuasiveness, diplomacy, *and a pleasing personality are also considered necessary for success*
Career Paths Within HRM

Generalist
*Human Resource Assistant or Specialist*

Employment, Recruiting and Placement
*Interviewer, EEO Specialist, or College Recruiter*

Training and Development
*Trainer, Orientation Specialist*

Compensation and Benefits
*Salary Administrator, Compensation Analyst, and 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*

Human Resource Information Managers
Further Education

Masters Degrees

- Human Resource Management, Labor Relations, Organizational Behavior/Development
- A Master’s degree is preferred in today’s competitive market

Human Resource Certification Institute (HRCI)

PHR (Professional in Human Resources)
SPHR (Senior Professional in Human Resources) based on experience, exam, and course requirements
Sample Employers

Abercrombie & Fitch
Amazon, Inc.
ArcelorMittal
Cardinal Health
Goodyear Tire & Rubber
Huntington National Bank
L Brands
Nestle
Owens Corning
Target
The Ohio State University
HRM Salaries

Fisher College of Business
Average HRM Salaries (2017-2018)

Full-time  $48,473/year
Intern     $2,400/month
Job Outlook for HRM

• Employment of human resources specialists, labor relations specialists, and HR managers is projected to grow 5% from 2014 to 2024, 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 employment services industry.

• See the Occupational Outlook Handbook for additional information: http://www.bls.gov/OCO/
Student Organizations

Human Resources Association

https://fisherosu.collegiatelink.net/organization/HRA

The Human Resources Association is dedicated to promoting the Human Resources profession and teaching fellow students its importance in all organizations. We are committed to helping our members be prepared for their chosen career.

Undergraduate Business Council

https://fisherosu.collegiatelink.net/organization/UBC

Serves as the primary student governing body for undergraduate business majors, and as the umbrella group for Fisher student organizations.
Professional Organizations

Society for Human Resource Management
http://www.shrm.org/
Professional and student chapters

Institute for International Human Resources
http://www.ihrim.org/

The Human Resource Planning Society
http://www.hrps.org/

American Society for Training & Development
http://www.astd.org/
Max M Fisher College of Business

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Human Resources Department
Human Resources Specialization Course Information