Human Resource Management Career Pathways

**Corporate Human Resources**
- Manage hiring and selection of employees
- Plan, organize and execute training programs for employees in order to improve productivity and quality of work
- Form labor policy, negotiate collective bargaining agreements and coordinate grievance procedures
- Establish and/or maintain a company's pay, performance evaluation, rewards and benefits systems
- Manage diversity efforts, such as diversity awareness training
- Improve the effectiveness of employees in support of business strategy

**Job Titles:** Human Resources Generalist/Specialist, Staffing Specialist/Manager, Recruiter, Compensation Manager, Compensation Analyst, Employee Benefits Manager/Specialist/Administrator, Training and Development Manager/Specialist, Labor Relations Manager

**Management Training Program**
- Receive exposure to company operations in various areas of management including, but not limited to, campus recruitment, scheduling, merchandising, customer services, sales, finance, territory management, branch operations and marketing
- May lead to a career in general management; may serve as preparation for a later focus in human resources

**Job Titles:** Management Trainee, Management Associate, Manager-in-Training, Team Leader

**Human Resources Service Supplier**
- Coordinate the recruitment of permanent, temporary and/or contract hires for external companies
- Coach and train temporary hires to ensure quality performance and job satisfaction
- Manage compensation and benefits systems for clients
- Analyze cultural factors influencing HR staffing issues, such as labor market, national culture and local laws
- Consult with corporations to assist with adjustment to new business needs (ex: relocation and change management consulting firms)

**Job Titles:** Staffing Specialist, Compensation and Benefits Specialist, Staffing Supervisor, Recruiter, Recruiting Manager, On-site Staffing Specialist, Insurance Specialist, Management Consultant

**Graduate Education**
- Continue human resource management education by completing a master's degree (ex: human resources, industrial relations, business administration, organizational development and organizational design) or by pursuing professional certifications (ex: PHR, SPHR, CEBS, CCP, CBP)
- Master's programs are focused on a deeper understanding of HR concepts including, but not limited to, staffing, compensation, training and development, performance management, instructional design and technology, and organizational development and design

**Job Titles:** Human Resource Manager/Director, Compensation Manager, Recruitment Manager, Director of Employee Development, Vice President of Human Resources