

Explore Business Careers

HUMAN RESOURCES

Office of Career Management



THE OHIO STATE UNIVERSITY

FISHER COLLEGE OF BUSINESS

What is Human Resources?

- Overseeing the “people” side of an organization, including compensation and benefits, career development, hiring, training, and many other functions
- Attracting and retaining qualified employees and managing them effectively



Day in the Life

- [Compensation and Benefits Specialists](#)
- [Human Resources Specialist](#)

- *Sourced from CareerOneStop*



Characteristics for Success

Ability to motivate others

Diplomatic

Effective communication skills

Enjoys working with people

Engaging presentation skills

Strong sense of ethics and integrity



Preparation

- Typically, a four-year bachelor's degree in a field related to human resources is required
- Often, for promotional opportunities, an advanced degree, such as the Master of Human Resource Management degree, is necessary
- Some organizations look for candidates to have or will support current employees to pursue human resources certifications, such as:
 - [Professional in Human Resources \(PHR\)](#)
 - [Senior Professional in Human Resources \(SPHR\)](#)
 - [Society for Human Resource Management \(SHRM\)](#)



Sample Human Resources Roles

Recruiting/Hiring

- Determine staffing needs and organize and execute recruiting strategy

Training and Development

- Responsible for the organization's training requirements, programs, and career development needs

Compensation and Benefits

- Manage organization's compensation and rewards program

Employee and Labor Relations

- Prevent and resolve problems involving employees which stem out of or affect work situations

Generalist

- Oversee all specialist areas listed above



Sample Employers

Abercrombie & Fitch

Big Lots

Cardinal Health

DHL Supply Chain

Greif, Inc.

Kohl's Corp.

Owens Corning

Sherwin-Williams

Texas Instruments

Worthington Industries



Salary Information

Fisher College of Business

Average Human Resources Salaries (2022-2023)

Full-Time	\$58, 878 annually
Intern	\$20 hourly



Job Outlook

- Employment of human resources specialists is projected to grow 6 percent from 2022 to 2032, 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 professional, scientific, and technical services industry.
- Employment of compensation, benefits, and job analysis specialists is projected to grow 7 percent from 2022 to 2032, about as fast as the average for all occupations. Job prospects should be best for candidates with a bachelor's degree, work experience performing compensation analysis or benefits administration, and related human resources work.
- Employment of training and development specialists is projected to grow 6 percent from 2022 to 2032, faster than the average for all occupations. Job prospects should be best for those with experience developing online and mobile training programs.
- See the Occupational Outlook Handbook for additional information:
<https://www.bls.gov/ooh/>



Fisher Resources

Academic Information

- [Management and Human Resources Department](#)
- [Human Resources Specialization Course Information](#)

Extracurricular Information

- [Human Resources Association](#)





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