

# What Can I Do With This **Ohio State** Major?

Bachelor of Science in Business Administration

## Human Resources

Fisher College of Business

Human resources is the study of the role of the human element in the work environment. It analyzes the policies and techniques implemented for improving people's effectiveness in the organization, as well as for increasing satisfaction levels achieved from these roles. Human resource policy involves the development, allocation, maintenance, and utilization of human resources. Human resources activities include developing the skills of the workers to reach optimal efficiency and satisfaction; successfully matching workers' skills with their organizational roles; preserving the vigor of the working population through adequate support systems such as workers' compensation and social security; and designing and implementing policies that help reduce inefficiencies, such as discriminatory practices, that may evolve from the working relationship.<sup>1</sup>

### Career Areas/Job Titles:

#### Management and Industry

Training Development  
Specialist

Recruiter

Retention Specialist

Employment/Placement  
Specialist

Human Resources Manager

Personnel Analyst

Employee Benefits Manager

Organizational Development

#### Communication and Media

Labor Relations

Arbitration and Mediation

#### Science and Technology

Corporate Technology Trainer

#### Education

Human Resources Consultant

#### Non-Profit/Advocacy

Volunteer Coordinator

#### Graduate School

See *Graduate School* Sheet

*\*Some careers may require licensure, certification, or further education. Talk to an advisor about specific requirements.*

### Transferable Skills:

Facilitating Group Discussion

Interviewing

Listening Skills

Negotiating

Written Communication

Cultural Understanding

Social Perceptiveness

Teamwork

Judgment & Decision Making

Implementing Decisions

Managing Time/Stress

Organization Skills

Multi-tasking

Analytical/Critical Thinking

Problem Solving

Basic Computer/Tech Skills

Provide/Respond to Feedback

Managing Difficult

Conversations

*\*This is not an extensive list of transferable skills. See larger list of skills you might develop here:*

<http://ccss.osu.edu>

### Professional Links:

Society for Human Resources Management: <http://www.shrm.org/Pages/default.aspx>

American Society for Training and Development: <http://www.astd.org/>

American Management Association: <http://www.amanet.org/default.aspx>

American Staffing Association: <http://www.staffingtoday.net/>