

CAREER OPTIONS – HUMAN RESOURCES

The Human Resources area specializes in how people operate within organizations. This area offers a range of courses, which allow students to learn specific technical skills to manage the employment relationship and analyze individual, group, and organizational processes.

Effective management of employment relationships requires responding to the needs of a diverse work force, developing flexible organizational structures, improving work performance, facilitating improved relationships with unions, and reducing conflict within the workplace. A variety of skills including interpersonal communications, motivation, negotiation, problem-solving, decision-making, conflict resolution, and leadership are essential to working effectively with others.

Human Resource professionals also participate in organizational development initiatives such as stress reduction, wellness initiatives, spirituality, career development, and training. These are approaches used to retain employees – a core component of Human Resources.

Students with a particular talent in the people aspects of organizations often choose to concentrate their studies in the Human Resources and Labour Studies area. Students developing a generalist background in Human Resources and Labour Studies will have the basic skills for effective management.

COMMON MYTHS ABOUT HUMAN RESOURCES

#1 Most senior HR Directors have little background in Human Resources

The average amount of Human Resources background held by HR directors is 20 years. Human Resources is a broad, quickly expanding field that allows employees to work with various areas and departments across the organization.

#2 Human Resources is a “soft” option

With dynamic growth and increasing importance, Human Resources is a competitive field for the right workers, the right strategy, and the right environment. HR Professionals are constantly looking for better ways to attract the right employees and retain their current ones.

HUMAN RESOURCES & LABOUR STUDIES PROFILE OF A HUMAN RESOURCES GRADUATE:

- Graduates are able to perform Human Resources Management functions including:
- Human resources information systems, compensation
- Training and development
- Staffing, work flow, job analysis, and performance
- Management, pensions & benefits, and career planning
- Conduct organizational audits; implement, measure, and evaluate change initiatives

Positions Obtained by Graduates:

- Benefits Specialist
- Human Resources Administrator
- Human Resources Analyst
- Human Resources Specialist
- Labour Relations Officer
- Staffing Coordinator
- Training Coordinator
- Workplace Equity Officer

Related Organization:

HRPA

This association focuses on forwarding the human resource management profession in Ontario. They offer professional development opportunities and student memberships are available. There are local HRPA chapters available for individuals to join to make contacts within their area which grows their professional, HR network.

To learn more visit:
www.hrpa.ca

- Work effectively in teams; perform employment and labour relations functions including collective bargaining, dispute resolution, labour and employment
- Law, negotiation, and arbitration

NATURE OF WORK AND TYPES OF JOBS:

Benefits and Compensation Coordinator: provide advice to management and legal/business representatives on compensation issues; guide and counsel employees on; options related to their benefits package; research and analyze data on compensation issues

Employment Diversity Officer: attract, develop, and retain a diverse population in conjunction with the Human Resources department; review diversity data and analyze trends; identify sources to recruit diverse talent

Human Resource Development Coordinator: provide employees guidance on human resource policy; lead recruitment efforts; implement employee development and training programs

Labour Relations Officer: collective bargaining, grievance resolution, and arbitration; knowledge of human rights law, employment regulations, labour codes, and safety guidelines

PROFESSIONAL DESIGNATIONS

Overview of HRP's CHRL Designation Process*

Beginning in 1990, HRP offered the Certified Human Resources Professional (CHRP) designation as a warrant of competence for Ontario's HR professionals. In 2013, an in-depth professional practice analysis was conducted by HR associations across Canada which led to an update to HRP's competency framework. This, in turn, made it apparent that a significant update was required to our certification framework such that we now offer three core designations to meet the needs of HR professionals at each level of their career:

Entry Level	Professional Level	Executive Level
Certified Human Resources Professional (CHRP)	Certified Human Resources Leader (CHRL) (Formerly the CHRP Designation)	Certified Human Resources Executive (CHRE) (Formerly the SHRP Designation)

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