Goodman School of Business

Business Career Development Office

Brock University

Nature of work & types of jobs:

Benefits & Compensation Coordinator

Employment Diversity Officer

Human Resource Development Coordinator

Labour Relations Officer

Positions of Recent Grads:

HR Administrator
HR Coordinator
Recruiter
Recruitment Assistant
HR Advisor
Program & Workforce Manager
Health & Safety Officer
HR Generalist
Organizational Development Analyst

Human Resources

A concentration in human resources provides you with the most effective methods of managing people. There are many aspects including labour relations, compensation, implementing organizational change, assisting in employee motivation, managing diversity, and integrating technology with people needs.

Career Options

The following are examples of career paths in the HR field:

Human Resources (HR)
HR departments act to effectively organize people in a way that best meets the strategic direction of the business. Some of the main functions the department is responsible for are employee relations, health and safety, pay systems, evaluating employee performance and developing hiring methods.

Consulting
HR consultants are contractors hired to provide advice. They work in one or more areas such as compensation and salary surveys, benefit administration and design, employee relations, training, and performance management.

Labour Relations
Labour Relations involves managing union and management relations. You may work for the union or management side of things. Your role may include doing research in preparation for arbitration, union/management negotiations, or mediating disputes.

Management
Basic HR skills and the ability to manage people and teams are essential in all management roles. Individuals with a background in HRM may also enter fields that involve helping people organize and solve problems together.

HR Specialist
HR specialists manage a specific human resources function within a company such as hiring or training new employees, managing compensation and benefits, resolving employee concerns and disputes, or improving company policies. Due to the development of new human resources management concepts, growing importance of manpower training and changes to legislation and work organization methods, the number of HR specialists has increased and continues to grow.

Courses at Brock

A concentration in human resources teaches you how to manage employee and labour relations. The following are upper-year courses offered at Brock which are required for the CHRP designation:

- OBHR 3P96-Labour Relations
- OBH3 3P97-Human Resources Management
- OBHR 3P98-Occupational Health & Safety
- OBHR 4P66-Compensation
- OBHR 4P67-Training & Development
- OBHR 4P69-Recruitment & Selection
- OBHR 4P94-Human Resources Planning

Professional Designations

Certified Human Resources Professional (CHRP)

This is the highest (and most well recognized) certification level of human resources in Canada. Organizations look for individuals who are knowledgeable and skilled in managing employment relationships in order to be competitive.

How We Can Help

The BCDO provides various services and hosts different events to help prepare students for the job search process. Check out our workshops or book an appointment with our office.

You are also encouraged to attend the following events, hosted by the BCDO:

1. How To Get A Job In HR – meet alumni and industry professionals
2. Networking Breakfast – Meeting employers from different companies and find out about job opportunities

Clubs & Associations

Both work and volunteer experience can help you gain the necessary skills to get a job in the human resources field.

Recommended Clubs on Campus:

- Human Resources Management Association (HRMA)- www.brockhrma.com
- Business Students' Association- www.brockbsa.com

Associations, Volunteer Organizations, and Other Resources:

- Human Resources Professionals Association (HRPA)- www.hrpa.ca
- Canadian Council of Human Resources Associations- www.cchra.ca
- HRMS Professionals Association- www.hrmsp.org

Participating in competitions and getting involved in a student or professional association are excellent ways to build your HR network and gain relevant experience. The Organizational Behaviour Case Competition (OBCC) will allow you to apply HR theory to a real world situation and present it in front of a panel of judges.

Did You Know…

The BCDO hires a volunteer HR Assistant to assist with HR activities in our office. The position is posted in February each year on our job board.

Competencies

Negotiation Skills	Coaching & Counseling Skills	Problem solving	Leadership
Dual Focus-Needs of Employee/Management	Interpersonal Skills	Conflict Resolution	Dedication to Continuous Improvement
Job & Performance Analysis	Conduct Organizational Audits	Work Effectively in Teams	Perform HRM & Labour Relations Functions