

Human Resources

A concentration in human resources provides you with the most effective methods of managing people for the present and the future. With courses that explore on-the-job situations, you'll gain the relevant experience you need to take on any area within Human Resources with confidence.

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.

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.

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.

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.

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.



Degree Specific Skills

- Relationship Management
- Change Management
- Persuasion & Negotiation Skills
- Cultural Transformation
- Critical Problem Solving
- Communication
- Leadership
- Analytical Decision Making
- Conflict Resolution
- Strategic & Systems Thinking
- Professional & Ethical Practice

Functional Knowledge Area


- Total Rewards
- Strategy
- Engagement
- Labour & Employment Relations
- Learning & Development
- Professional Practice
- Human Resources Metrics & Financial Management
- Health, Wellness & Safe Workplace
- Workforce Planning & Talent Management

Brock Competencies

The knowledge, skills and attributes that students develop through their curricular and co-curricular experiences and reflection.

 Act Innovatively

 Collaborate Effectively


 Practice Intercultural Fluency

 Apply Knowledge

 Communicate Effectively

 Surgite!

 Be Curious

 Engage with Your Community

 Think Critically

 Know Yourself

Positions of Recent Grads

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

Professional Associations

Human Resources Professionals Association
hrpa.ca

Canadian Council of Human Resources Associations
cphr.ca

Professional Designations

Certified Human Resources Professional (CHRP)
This is the highest (and most well recognized) certification level of human resources in Canada, available exclusively from the Human Resources Professional Association.

The first step in acquiring the designation is to write the Comprehensive Knowledge Exam 1, which requires completing nine fundamental courses.



Student Clubs



Business Students' Association
goodmanbsa.com



Goodman Consulting Association
instagram.com/thegoodmanca

Using Social Media

LinkedIn can be an effective way to access industry professionals and build your professional network.

Book an appointment on CareerZone to create or improve your profile!

How We Can Help

The Goodman Career Education team provides various services and hosts events to help prepare students for the job search process. **Book an appointment** with our office.

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- **Goodman Portal:** portal.bus.brocku.ca
- **Networking Events**

You are also encouraged to attend the following events, hosted by the Goodman Career Education team:

1. **Exploring Careers in...** – Learn from those in the field about their experiences

  [goodmanschool](https://www.instagram.com/goodmanschool)

 portal.bus.brocku.ca

  [BrockCareerZone](https://www.instagram.com/BrockCareerZone)

 careerzone.brocku.ca

Goodman
School of Business

Brock University
Career Education