

Exploring the Human Resources Major

The Human Resources major prepares graduates to lead organizations to be competitive in global as well as domestic markets. Graduates are prepared to be a strategic partner, to leverage the human talent required to achieve organizational goals, and to address many challenges facing today's managers - including skill shortages, legal risk and requirements, workforce diversity and work-life balance.

Bulletin Information on the HURE major

[Undergraduate Bulletin](#)

[HURE specific information](#)

HUMAN RESOURCES MAJOR

Specific Human Resources Course Requirements:

HURE 3001	Management of Human Resources	3
Three of the following:		9
HURE 4003	Employment Law	
HURE 4010	Strategic Compensation and Rewards	
HURE 4030	Talent Acquisition & Management	
HURE 4080	Talent Development	
Two of the following:		6
HURE 4003	Employment Law	
HURE 4010	Strategic Compensation and Rewards	
HURE 4030	Talent Acquisition & Management	
HURE 4080	Talent Development	
HURE 4140	International Human Resources Management	
HURE 4931	Topics in Human Resources	
HURE 4953	Seminar in Human Resources	
HURE 4986	Human Resources Internship - Grading Period	
HURE 4989	Human Resources Internship Work and Grading Period	
MANA 3035	Diversity in Organizations	
MANA 4010	Leadership, Motivation and Change	
MANA 3034	Negotiation	
Four Business electives		12
Total Credit Hours		30

Advising Central

For questions regarding:

Advising Information

Considerations for Fall

Advising Frequently Asked Questions

Registration Information

Registration Frequently Asked Questions

College and University & Registration Forms

Visit <https://www.marquette.edu/business/undergraduate/advising-central.php> for more

O*Net – Skills and Occupations to Explore

O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more! You can browse for occupations by interest code here: <https://www.onetonline.org/find/>

While your interests and personality should never be seen as exclusionary, common Human Resources occupations by RIASEC interest code include **Conventional** and **Enterprising**:

- Human Resources Specialist: <https://www.onetonline.org/link/summary/13-1071.00>
- Compensation, Benefits, and Job Analysis Specialist:
<https://www.onetonline.org/link/summary/13-1141.00>

Video resources

Hear more about leadership development from HURE and ACCO major Olivia Vanden Heuvel:
<https://streaming.mu.edu/hapi/v1/contents/permalinks/Nc5z7C6Z/view>

Internship and Job Outcomes

Access examples of HR job titles and employers that have hired MU grads through the links below. Post-Graduation Outcome information is requested of each graduate in the six months following graduation. Internship data is collected through the fall and spring “PREP” surveys associated with academic advising and summer internship data is summarized in the links below.

Post-Graduation Outcomes

[2019-20](#)

[2018-19](#)

[2017-18](#)

[2016-17](#)

Types of Positions:

Internships: While students are studying HR at Marquette, many students pursue internship opportunities within the HR field to get valuable experience to help build their skills and directly apply classroom concepts to the workplace. Marquette students have held positions such as:

- Business Development Intern
- Business Services Intern
- Corporate HR Intern
- HR Benefits Intern
- Payroll Intern
- Recruiting Intern

Check out the internship data within the “Job Outcomes & Internships” section for even more past internship titles held by MU HR students.

Full-Time: Many new HR graduates begin in a “HR Generalist” position. In a generalist role, HR professionals handle a variety of different tasks such as hiring, interviewing, administering

benefits, overseeing scheduling and enforcing company policies (SHRM.org). An HR generalist tends to wear a variety of different hats and can either work on a team with several other generalists or work more independently depending on the size of the company.

HR graduates can also begin work as a “HR specialist. In a specialist role, employees focus on a specific area of HR to work in. This could include fields such as recruiting, benefits, employee relations, training or job analysis. HR specialists are generally seen in larger companies, where there are a variety of departments under the larger HR umbrella (allbusinessschools.com).

MU graduates have entered positions with job titles including:

- HR analyst
- HR officer
- Professional recruiter
- HR information systems assistant
- Human capital management specialist

Check out the internship data within the “Job Outcomes & Internships” section for even more past job titles held by MU HR students.

Rotational Programs: Some larger companies will offer HR-focused rotational programs. Rotational programs are an opportunity for recent graduates to work in a variety of different departments and roles within a company over the course of two or three years. These programs can be a great way to gain early, career HR experiences and, in some cases, travel to new locations. In addition to Handshake, searching public job search websites with terms such as, “rotational program” or “leadership development program”, can be ways to identify these opportunities. Rotational programs often recruit early within the fall semester. Examples of organizations that have offered HR rotational programs in the past include:

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Career Growth:

As students look to move on from their first jobs, they have the education and experience to move to generalist positions in different sized companies for different experiences, more specialized HR roles as well as to manager or director levels, either in a specialty area or in a more general HR capacity, depending on the size and/or structure of the business they are working in.

Types of Employers

Small & Medium Sized Organizations: A small to medium sized organization may employ a single HR professional or a small team of HR professionals to oversee all HR functions for the business. After graduation some of our graduates have worked at small and medium sized companies such as:

- Badger Mutual Insurance Co.
- Holland Engineering
- Kronos Food Inc
- MAT Holdings
- Tech USA
- Rad Power Bikes
- Surface Shields

Larger Organizations: The larger the organization, the more likely it is that HR roles become more specialized. In addition to HR Generalists, larger organizations may have staff or teams dedicated to recruiting, benefits administration, employee wellness, HR Information Systems, etc. Some larger organizations our students have worked for include:

- Amazon
- CDW
- Milwaukee Brewers
- Polo Ralph Lauren
- Charter Manufacturing
- McDermott, Will, & Emery
- Michels Corporation
- Packaging Corporation of America

Staffing / Recruiting Firms: Some organizations will outsource HR functions, and sourcing or recruiting applicants is a frequently outsourced need. As a HR professional at a staffing or recruiting firm, an HR recruiter would help companies fill hiring needs for full-time, part-time, or temporary positions. These HR professionals may find, interview and vet candidates for other companies. Some staffing/recruiting firms our students have worked at include:

- Manpower Group Solutions
- BPI Group
- Jobspring Partners

Learn More About HR Positions and Career Paths

- [What can I do with a major in Human Resource Management?](#) - “What can I do with this major”
- [Tips for Planning Your HR Career](#) – SHRM Article
- [Learn more about top skills \(competencies\) desired of HR professionals](#) – SHRM resource
- [Break into a Human Resources Career](#) – the balancecareers resource
- [Role of Human Resources in the Workplace](#) - the balancecareers resource

Student Organizations to Consider

Human Resources Management Organization (HRMO)

The Human Resources Management Organization’s primary aim is to assist students in improving their personal and professional managerial skills and understanding of the realities of the business environment. (MU.edu)



Go-Getters

The vision of the Go-Getters is to maximize business students' career potential by bringing in speakers, sponsoring seminars and workshops, touring companies, and one-on-one counseling sessions dealing with various aspects of career management. The members are eager to identify, pursue and earn a career opportunity with their number one choice of an employer.

Professional Organizations to Consider

Society of Human Resources Management – Metro Milwaukee

As the leading human resource association serving Milwaukee and Southeastern Wisconsin, Metro Milwaukee SHRM has become an invaluable resource for our more than 700 members. We provide members with numerous opportunities to network with other human resource professionals, attend high quality programs and events, become involved in the human resource community through focused committees and special interest groups, and grow as a professional.

Key Skills for an HR Career

According to Gurchiek at SHMR.org, dependability, reliability, integrity and respect are highly valued skills in the HR field (2016). Adaptability, initiative and critical thinking are also valued in the workplace, and will continue to gain increased importance in the years to come. With that said, soft skills are in high demand, especially for HR professionals as they can be working with many employees, work groups, teams and the public (Tarallo, 2019).

NACE highlights some additional skills all students should practice in preparation for internships and jobs. These skills include problem solving skills, oral/written communication, teamwork, leadership, technological knowledge, analytical skills, self-awareness of skills, strengths, and goals, and intercultural fluency.

Highlighting these skills from experiences such as work, in on-campus clubs/orgs, volunteer opportunities or sports can be helpful during the application process for jobs/internships.