

---

## Career Shot: Human Resources

Courtesy of Career Leader

Human resources managers oversee the recruitment, training, and compensation of a company's employees. A business is only as good as the people it employs, so human resources managers strive to ensure a high-quality workforce.

Human resources professionals:

- design and administer complex compensation and benefits systems
- counsel employees on a range of work-related issues
- design and manage recruiting programs
- work with managers from other functional specialties to make sure each division, department, or team has enough staffing to support the organization's mission
- design and deliver training programs addressing a wide area of business skills and issues (or manage bringing in a consultant who will do so)
- work to help resolve workplace disputes (especially between workers and managers)
- administer pension and 401-K plans
- consult when individuals are being terminated or the workforce is being downsized

This profession attracts people who enjoy the interpersonal aspects of business. Not surprisingly, many human resources professionals have a background or strong interest in psychology, sociology, counseling, or organizational behavior.