What can I do with a Major in Human Resources Management and Labour Relations?

The Human Resources Management and Labour Relations (HRM/LR) Program at the University of Lethbridge

Management education is about developing skills to adapt and succeed in today’s every-changing workplace as well as learning how to utilize technology to advance a business or organization.

Human Resource Management is the study of people at work and the activities associated with recruitment and selection, training and development, retention, and occupational health and safety. A key component is Organizational Behaviour, which examines things like leadership, motivation, employee attitudes, and productivity. Labour Relations is the study of how employers and employees work together to create a fair workplace.

As an HRM/LR major, students choose from a broad array of courses, customizing their studies to fit their interests and career goals. Students will develop a solid foundation of knowledge and practical skills, learning from experts in small, interactive classroom environments.

Skills Developed

- Ability to Assess Personnel Needs
- Analyze Issues from Multiple Perspectives
- Critical, Creative & Analytical Thinking
- Computer Literacy
- Decision Making
- Interviewing
- Leadership
- Logistical Thinking
- Mediation & Negotiation
- Motivate & Direct Others
- Oral & Written Communication
- Organizational
- Planning & Budgeting
- Present Ideas & Data Clearly & Effectively
- Problem Solving
- Recruiting & Training
- Strategic Leadership
- Time Management

Work Environments

HRM/LR specialists work in businesses, non-profit organizations, governments, labour unions, and consulting firms. HRM/LR graduates will choose from a wide range of careers in areas such as public relations, commerce, management, administration, economics or marketing. Graduates may find employment with insurance agencies, research and academic institutions, communication companies, banks and financial institutions or professional services.
Key Areas of Specialization:

Entry Level Job Titles

These jobs are normally intended for new graduates and require 0 to 2 years of experience. It is important to note that many entry level positions require some related experience or demonstrated ability to perform job-related tasks. Even those positions that do not require experience will still prefer an experienced candidate, if one is available.

• Communications Lead/ Specialist
• Employee Relations Consultant
• Human Resources Assistant
• Human Resources Contact Centre Specialist
• Human Resources Officer/ Specialist
• Human Resources Services Coordinator
• Information & Public Relations Officer
• Labour Relations Generalist
• Labour Relations Officer/ Consultant
• Labour Relations Research Coordinator
• Management Trainee
• Personnel Officer

Note: The U of L offers various resources and programs to facilitate students in gaining work and volunteer experience. Find an entry level position on the CES job board or join the Management or Arts & Science Cooperative Education Programs. Summer jobs, part-time work, internship positions and volunteer experience help students to enhance their skillset and accumulate work experience for their future career.

Related Job Titles

These jobs generally require extensive, relevant work experience and/or further education.

• “Head Hunter”
• Benefits Coordinator/ Manager
• Certified Human Resources Specialist
• Claims Adjudicator
• Compensation & Benefits Analyst
• Corporate Recruiter
• Corporate Trainer
• Diversity Manager
• Employee Relations Manager
• Employment Development Specialist
• Executive Recruiter
• Executive Search Consultant
• General Manager
• Government Administrator
• Grievance Officer
• Human Resource Manager/Director
• Human Resources Development Trainer
• Human Resources Systems Analyst
• Industrial Relations Specialist/Manager
• Job Analyst
• Labour Negotiator
• Labour Policy Analyst
• Labour Relations Consultant
• Management Consultant
• Mediator
• Negotiator/Advisor
• Non-Profit Administrator
• Occupational Health & Safety Officer/Specialist
• Office Manager
• Officer Placement Consultant
• Operations Researcher/ Manager
• Organizational Development Specialist
• Outplacement Specialist
• Payroll Administrator
• Personnel Recruiter
• Policy Advisor
• Project Manager
• Recruiting Specialist
• Staffing Specialist
• Training Specialist
• University Professor
Thinking Outside the Box: Other Possible Job Titles

On average, people change their careers three to five times in their lifetime. So, no matter what major you choose, you may still be interested in opportunities totally unrelated to your program of study. We encourage you to be open to all possibilities! Your undergraduate degree can be a springboard for other educational pursuits, and your transferable skills and experience can prepare you to work in a multitude of settings.

- Account Executive
- Advertising Representative
- Author
- Business Analyst
- Buyer
- Career Development Counsellor
- Editor/Publisher
- Entrepreneur
- Event Coordinator
- Exhibit Planner
- Facilities Coordinator
- Journalist
- Lawyer
- Learning & Development Coordinator
- Logistics Specialist
- Market Research Analyst
- Marketing Specialist
- Media Correspondent
- Media Planner
- Portfolio Manager
- Promotions Manager
- Purchasing Agent
- Research Analyst
- Sales Analyst
- Speech Writer
- Transportation Director

Useful Resources

Recommended websites to assist in exploring the field of HRM/LR and its career opportunities.

Alberta Learning Information Service
Occupational Profiles
Human Resources Professional, Management Consultant, Occupational Health & Safety Officer

Human Resources Institute of Alberta
http://www.hria.ca

Alberta Human Services
http://humanservices.alberta.ca

Canadian Council of Human Resources Association
http://www.chrp.ca

Human Resources Research Institute
http://hrri.ywd.ca

Canadian Labour & Business
http://www.clbc.ca

Canadian Industrial Relations Association
http://www.cira-acri.ca

Hospitality Human Resource Professionals Association
http://hhrpa.org

Canadian Pension & Benefits Institute
http://www.cpbi-icra.ca

Canadian Society for Training & Development
http://www.cstd.ca/

International Personnel Management Association – Canada   http://ipma-aigp.com/

Human Resources Management Systems Professionals Association
http://www.hrmsp.org

HR Council for the Nonprofit Sector
http://hrcouncil.ca

The Labour & Employment Relations Association
http://www.leraweb.org

Human Resources Professionals Association
http://www.hrpa.ca/

Academy of Human Resource Development
http://www.ahrd.org

National Human Resources Association
http://www.humanresources.org/
The Human Resources Division
http://www.hrdiv.org

Society for Human Resource Management
http://www.shrm.org/

Campus Resources

Career & Employment Services (CES)
http://www.uleth.ca/ross/ces/

Career Counselling (Counselling Services)
http://www.uleth.ca/counselling/

Academic Advising
http://www.uleth.ca/ross/academic-advising

Native Student Advising
http://www.uleth.ca/ross/native-student-advising

Student Success Centre – Study Skills, Learning Strategies & Tutoring
http://www.uleth.ca/student-success-centre/

Accommodated Learning Centre
http://www.uleth.ca/ross/accommodated-learning-centre/

International Centre for Students
http://www.uleth.ca/international/

Registrar Office & Student Services
http://www.uleth.ca/ross/

Scholarship & Students Finance
http://www.uleth.ca/ross/student-finance/

U of L Students’ Union & Student Clubs
http://www.ulsu.ca/

Campus Job Resources

Career & Employment Services Job Board
CES Job board

Arts & Science Applied Studies
http://www.uleth.ca/artsci/applied-studies/students

Arts & Science Co-op Education & Internship
http://www.uleth.ca/artsci/coop

Management Co-op Education
http://www.uleth.ca/management/co-op

Study Abroad & Exchanges
http://www.uleth.ca/international/content/study-abroad-exchanges

Management Study Abroad & Exchanges
http://www.uleth.ca/management/study-abroad

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Career & Employment Services (CES)
CES assists U of L students and graduates with their career exploration and work search needs.

AH154 Anderson Hall, Phone: 403-329-2000
Mon- Fri: 9:00 a.m. to 12:00 p.m.
1:00 p.m. to 4:00 p.m.

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