

HUMAN CAPITAL & SOCIETY?

➤ WHAT IS HUMAN CAPITAL & SOCIETY?

The Human Capital & Society (HCS) major prepares students for a wide range of professional careers focusing on employment and workplace strategies that shape the future. Offering a comprehensive understanding of human capital in a global society, students develop critical thinking skills and learn essential problem-solving, social, emotional and entrepreneurial skills for advancing the well-being and success of working people, organizations and communities worldwide.

➤ POSSIBLE ORGANIZATIONS

HCS majors go on to work in a variety of industries, primarily in human resources (HR) roles, including but not limited to:

- Education
- Government
- Manufacturing
- Healthcare
- Business
- Nonprofit

➤ COMMON JOB TYPES

- **HR Specialist** - Perform specialized activities in the human resource area. Interpret and explain human resources policies, procedures, laws, standards, or regulations.
- **HR Assistant** - Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination.
- **Recruiter** - Post opportunities on electronic job boards and on social media. Review resumes and interview candidates. Extend offers to candidates and process hiring.
- **Compensation/Benefits Analyst** - Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.
- **Training & Development Manager** - Plan, direct, or coordinate the training and development activities and staff of an organization.
- **Payroll Specialist** - Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks.
- **HR Generalist** - Oversee the human resources responsibilities and activities of an organization. Manage recruitment processes, employee relations, regulatory compliance, and training and development.

For more information on these job types, visit mynextmove.org or mymajors.com



What can I do with a bachelor's degree in... **HUMAN CAPITAL & SOCIETY?**

➤ **ALUMNI JOB TITLES**

Every year, Career Services surveys recent alumni to find out what they are doing post-graduation. The full results of the Destination Survey can be found on the Career Services Network website. The following are selected job titles of recent HCS alumni:

- HR Assistant
- HR Specialist (Recruiter, Staffing etc.)
- Payroll Specialist
- HR Development Program
- Employee Engagement Specialist
- Workforce Development Specialist
- Human Resources Generalist
- Assurance Staff
- University Relations Coordinator
- Talent Coordinator
- College Adviser
- Field Organizer
- Sales and Business Specialist
- Legislative Aid

➤ **GRADUATE SCHOOL PROGRAMS**

The following is a list of selected graduate school program names that recent HCS alumni have enrolled in based on results of the Destination Survey:

- Master's - Human Resources and Labor Relations
- Law School

➤ **ADDITIONAL CAREER RESOURCES**

- [USAJobs](#)
- [State of Michigan Jobs](#)
- [Higher Ed Jobs](#)
- [SHRM Jobs](#)
- [HR Jobs](#)
- [Handshake](#)
- [iHire HR](#)
- [LERA Jobs](#)
- [Human Resources Jobs](#)
- [LinkedIn](#)
- [Glassdoor](#)
- [Indeed](#)

