



# Elizabethtown College

## Human Capital Management

### What is Human Capital Management?

Human capital management involves the wide range of practices and processes for managing people in an organization. Included in this broad view are recruiting and hiring employees, training, employee benefits, retention, and workforce analysis.

### Lifestyle and Work-Life Balance

For most positions, a standard work week is expected. Some exceptions may include recruiting positions that require regular travel. Hours may fluctuate to accommodate peak employee recruitment times, benefits enrollment periods, or special training efforts. Organization size will affect the nature of the work, with smaller organizations providing opportunities to draw on a broader skill set right away.

### Relevant Academic Majors and Minors

Nearly any academic major or minor. Relevant majors include Business Administration, Communications, Psychology, Legal Studies, other social sciences, and humanities. Language study can be especially useful as well. For those who wish to pursue human resources certification, particular classes and employment hours may be required.

### Relevant Co-Curricular Experiences

Internships and summer employment related to human resources and business, leadership in campus organizations, participation and leadership in organizations in the wider community, community service, study abroad.

### Jobs and Careers in Human Capital Management

People engaged in human capital management work as human resources generalists and specialists, benefits and compensation managers, corporate recruiters, employment coordinators, and personnel coordinators. Advanced training and professional experience can lead to employment law, labor mediation, or executive management roles. A wide variety of organizations require human capital management professionals, ranging from for-profit to non-profit and across virtually every industry.

*Blue Jay Flight Plans are specific plans for purposeful and meaningful work and service beyond Elizabethtown College. They are designed for students engaged in a variety of academic majors, and work in combination with particular minors, courses and co-curricular activities to help make your noble purpose and meaningful life work a reality upon graduation.*

- *Coaching and mentoring are provided to create your Blue Jay Flight Plan.*
- *Support is available for developing a specialized Blue Jay Flight Plan.*
- *Opportunities are offered to connect with others who have similar goals and interests.*