

Compensation and Benefits

Background -

Someone in this field works with their organization to determine and modify the pay scales and benefit policies for its employees. Determining the pay scale and benefits ensures that their rate offered is competitive with other organizations. In addition, overseeing the distribution of compensation is usually included in this work as well. Someone in this position may be hired in the Human Resources department of their employer.

What can I expect to earn in this field? Specialists - \$62,080 vs. Managers - \$116,240*

What classes at GVSU may benefit me in my career? Discuss with your advisor which courses among those on this list, along with other courses not listed here, would best serve your career goals.

1. **PSY 360** – Social Psychology
2. **PSY 349** – Applied to Media
3. **PSY 445** – Industrial Organization Psychology
4. **COM 301** – Interpersonal Communication
5. **MGT 432** – Grievance Administration, Arbitration, and Collective Bargaining
 1. Need permit to take this course
 2. Pre requisite – MGT 334
6. **Advanced statistics courses**
7. **Significant background knowledge in business (i.e. minor, major) may be necessary to be successful in this career**



What experiences outside of class could I explore? Join the Society for Human Resources Management (SHRM). The purpose of the SHRM is to aid its members in becoming more effective in the field through group projects and activities, publications, exposure to guest speakers, and employment assistance.

What skills are important to have working in this field? Written and oral communication skills, analytical and computer skills, presentation skills and the ability to work under stressful conditions and still make logical decisions are all important to strive for in this field. Leadership and management skills are also important in a management style role.

Possible Employers - Examples – Metro Health (Wyoming, MI) as a Human Resource Specialist (Compensation and Benefits)

*Salary from bls.gov (2016)