In the business world, it is not uncommon to hear the statement: "People are our most important asset." Innovation, customer service and efficiency all depend on hiring the right people, developing their skills and abilities, motivating them to succeed and helping them learn how to function as part of a business team. In today's corporate environment, with constant changes in technology, global competition and increased government regulation, managing human capital has become vital to the success of an organization. The goal of this major is to develop managers who lead human capital-centric/high-involvement organizations. Students in this program will graduate prepared to lead as thoughtful managers with a clear understanding of the role of the individual as a stakeholder. In addition to attracting, developing and retaining the best talent, students learn how to motivate and manage people so that they perform in ways that lead to excellent organizational performance. Human capital plays a central role in all of the major challenges facing businesses today. To stay relevant in the global competition for talent, organizations rely on human resources managers to develop employees' skills, increase productivity and build job satisfaction.

**LEARN MORE ABOUT THE MANAGING HUMAN CAPITAL MAJOR:**
- Visit the Managing Human Capital website: [http://www.sju.edu/int/academics/hsb/mhc/index.html](http://www.sju.edu/int/academics/hsb/mhc/index.html)
- Visit the Haub School of Business Leahy Advising Center, located in Mandeville 289
- Contact the Management Department to schedule a meeting with a faculty member by calling 610-660-1630
- Speak with current students in the major
- Schedule an appointment with the Career Development Center by calling 610-660-3100

**WHAT CAN I DO WITH A MAJOR IN MANAGING HUMAN CAPITAL?**
Whatever you put your mind to! You can learn much more at [www.onetonline.org](http://www.onetonline.org). Following are descriptions of just a few of the careers you might pursue:

**Human Resources Manager:** Plans, directs, and coordinates human resource management activities of an organization to maximize the strategic use of human resources and maintain functions such as employee compensation, recruitment, personnel policies, and regulatory compliance.

**Recruiter:** Seeks out, interviews, and screens applicants to fill existing and future job openings and promote career opportunities within an organization.

**Operations Manager:** Plans, directs, or coordinates the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services.

**Sales Manager:** Directly supervises sales workers in a retail establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.
HOW CAN I ENGAGE MY INTEREST IN MANAGING HUMAN CAPITAL OUTSIDE THE CLASSROOM?
There are so many opportunities to get involved at Saint Joseph’s University – and to develop experience in your major while doing so! Here are just a few:

Cooperative Education Program
Delta Sigma Pi
Entrepreneurship Society

Internship Program
Society for Human Resource Management (SHRM)

OUTCOMES – A CLOSER LOOK AT SJU GRADUATES WITH DEGREES IN MANAGEMENT:
The general major in management, graduates of which serve as the basis for the outcomes data below, has recently been replaced by new major offerings in business administration; leadership, ethics & organizational sustainability; family business & entrepreneurship and managing human capital. As depicted in the chart below, the majority of new graduates have started their careers in the financial services and insurance fields. Many others have selected a variety of industries. (Data from Saint Joseph's University Career Development Center’s Post-Graduation Survey, 2008 – 2012.)

Management Majors' Chosen Industries

*Other industries include: Education; Government; Healthcare/Medicine/Biotech; Human & Community Service; Law; Not-for-Profit; Pharmaceuticals; Real Estate/Construction; Transportation/Shipping/Logistics

Here is a sampling of positions our graduates have accepted:

Accountant
Analyst
Assistant Manager
Associate
Assurance Associate
Audit Associate
Auditor
Consultant
Corporate Accountant

Credit Analyst
Financial Advisor
Financial Management Officer
Fund Accountant
Hedge Fund Analyst
Junior Accountant
Lieutenant
Outsourcing Manager
Project Accountant

Property & Casualty Accountant
Realtor
Revenue Field Auditor Trainee
Royalties Administrator
Staff Accountant
Systems & Process Assurance Associate
Systems Analyst
Tax Analyst
Tax Associate

Organizations that have hired our graduates include:

Amper, Politziner & Mattia
ARAMARK

Deloitte
U.S. Department of Revenue

PENN Capital Management
The Pew Charitable Trusts
Some of the graduate schools in which our students have continued their education, in programs including Business and Law:

- George Mason University
- LaSalle University
- Rutgers University
- San Diego State University
- State University of New York
- Temple University
- University of Notre Dame
- Villanova University

**Average Starting Salary – Management Majors – Classes of 2008 – 2012**

<table>
<thead>
<tr>
<th>Graduation Year</th>
<th># of Respondents</th>
<th>Average Salary</th>
<th>Average Bonus</th>
<th># of Bonuses</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>Too little data to report (number of respondents was less than 5)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>9</td>
<td>$38,600</td>
<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>2010</td>
<td>16</td>
<td>$51,000</td>
<td>$2,600</td>
<td>5</td>
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<tr>
<td>2009</td>
<td>21</td>
<td>$46,300</td>
<td>$3,600</td>
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<tr>
<td>2008</td>
<td>45</td>
<td>$50,600</td>
<td>$3,700</td>
<td>26</td>
</tr>
</tbody>
</table>
FULL NAME
1000 Overbrook Avenue, Philadelphia PA 19131
610-111-1111 • firstlastname@email.com

EDUCATION
Saint Joseph's University, Erivan K. Haub School of Business, Philadelphia, PA
Bachelor of Science in Business Administration, May 2014
    Major: Managing Human Capital
    GPA: 3.4
    Honors and Awards: Recipient, Presidential Scholarship
                      Member, Delta Sigma Pi Business Fraternity
                      Dean’s List, Fall 2012 – present

PROFESSIONAL EXPERIENCE
Recruiting Coordinator Intern, September 2013 – present
Philadelphia Insurance Companies, Bala Cynwyd, PA
• Aided in the design of a recruiting and interviewing plan ultimately adopted for use in office-wide hiring
  practices. In doing so, researched and recommended new sources for recruiting to senior-level partners in pitch
  meeting.
• Follow up with District Manager regularly to determine the effectiveness of recruiting plans, earning positive
  feedback for effective communication skills.
• Provide ongoing support to hiring efforts. To date, have supported process for six full-time positions and one
  internship position. Reviewed over thirty applicants to evaluate if they met position requirements. Scheduled and
  conducted prescreening interviews.

Resident Assistant, August 2012 – Present
Saint Joseph’s University, Philadelphia, PA
• Assess and respond to the needs of 25 residents, providing counsel on personal and academic concerns and
  helping students to navigate campus life and use of available support resources.
• Create, plan, and implement educational, social, and recreational programs.
• Manage various administrative duties including maintenance requests, incident reports and room transfers.
• Enforce and uphold university policies.

ACTIVITIES
Founding Member (September 2012 – present)
Society for Human Resource Management (SHRM) at Saint Joseph's University
Volunteered at the Greater Valley Forge Human Resources Association’s annual HR Summit.

Member (September 2012 – present)
Hawk Women
Actively involved in the women’s leadership group on campus.

FURTHER ASSISTANCE WITH YOUR MAJOR AND CAREER OPTIONS:
The Career Development Center can help you with the process of choosing a major and exploring your career options.
For assistance, please call 610-660-3100 to schedule an appointment to meet with a Career Counselor.