People are the greatest asset of any business. The fact that over half a million human resource professionals are currently employed in the United States demonstrates the widespread need for qualified people to fill the many career positions available. Human resource professionals held about 500,000 jobs in 2012, ranking this among the largest occupations in the U.S. economy. The U.S. Department of Labor Occupational Handbook states that from the period of 2012 to 2022, employment is projected to increase by over 13,000 jobs or 13 percent, which is in line with the average for all occupations. Human resource professionals will also be needed to ensure that firms adhere to changing, complex employment laws regarding occupational safety and health, equal employment opportunity, healthcare, wages, and retirement plans. For example, adoption of the Affordable Care Act may spur the need to hire more managers to help implement this program (Bureau of Labor Statistics, 2014).

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