

## WORK FUNCTION AND BUSINESS INDUSTRY CODES

14. HR Work Functions	15. Business Industry Code
50 HR Generalist	70 Agriculture, Forestry, Fishing
51 Employment/Recruitment	71 Manufacturing (Nondurable Goods)
52 Benefits	72 Manufacturing (Durable Goods)
53 Compensation	73 Transportation
54 Labor/Industrial Relations	74 Utilities
55 Training/Development	75 Wholesale/Retail Trade
56 Organizational Development	76 Finance
57 Legal	77 Insurance
58 Health/Safety/Security	78 Services, Profit
59 Employee Assistance Programs	79 Services, Nonprofit
60 Employee Relations	80 Health
61 Communications	84 Real Estate
62 EEO/Affirmative Action	90 Educational Services
63 HRIS	91 Government
64 Research	92 Construction & Mining
65 Consultant	93 Oil & Gas
66 Administrative	95 Library-Corporate/Public/Academic
67 International HRM	96 Newspaper publishing and broadcasting
68 Diversity	97 Independent Consultant
99 Other	98 High-tech
	99 Other