

Table C. Business Management and Administration Career Cluster, Occupational Specialties and Related O*NET Occupations, Sequenced by Career Pathway and Occupational Specialty Code

Occupational Specialties		Related O*NET Occupation Classification	
Code	Title	Code	Title
4.00000	Management Pathway		
4.10010	Entrepreneurs	11-1011.02	Chief Executives
4.10010	Entrepreneurs	11-1021.00	General and Operations Managers
4.10020	Chief Executives	11-1021.00	General and Operations Managers
4.10020	Chief Executives	11-1011.02	Chief Executives
4.10030	General Managers	11-1021.00	General and Operations Managers
4.10040	Accounting Manager	11-3031.00	Financial Managers
4.10050	Accounts Payable Manager	11-3031.00	Financial Managers
4.10060	Assistant Credit Manager	11-3031.00	Financial Managers
4.10070	Billing Manager	11-3031.00	Financial Managers
4.10080	Business and Development Manager	11-1021.00	General and Operations Managers
4.10090	Compensation and Benefits Manager	13-1072.00	Compensation, Benefits, and Job Analysis Specialists
4.10100	Credit and Collections Manager	11-3031.00	Financial Managers
4.10110	Payroll Manager	13-1072.00	Compensation, Benefits, and Job Analysis Specialists
4.10120	Risk Manager	11-9199.00	Managers, All Other
4.10130	Operations Managers	11-1021.00	General and Operations Managers
4.10140	Public Relations Managers	11-2031.00	Public Relations Managers
4.10150	Human Resource Managers	11-3040.00	Human Resources Managers
4.10160	Management Analysts	13-1111.00	Management Analysts
4.10170	Facilities Managers	11-3011.00	Administrative Services Managers
4.10180	Association Managers	11-2031.00	Public Relations Managers
4.10190	Meeting and Convention Planners	13-1121.00	Meeting and Convention Planners
4.10200	Administrative Services Managers	11-3011.00	Administrative Services Managers
4.10210	Sports and Entertainment Managers	13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
4.10220	Hospital Management	11-9111.00	Medical and Health Services Managers
4.10230	Government Management	11-1011.01	Government Service Executives
4.10240	Public Organization Management	11-2031.00	Public Relations Managers
4.10250	Manufacturing Management	11-3051.00	Industrial Production Managers
4.10260	Purchasing Management	11-3061.00	Purchasing Managers
4.10270	First Line Supervisors	99-0000-00	Classified with specific field of supervision
4.10280	Public Relations Specialists	27-3031.00	Public Relations Specialists
4.10290	Senior Managers	11-1021.00	General and Operations Managers

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4.10300	Management Trainees	11-1021.00	General and Operations Managers
4.20000	Business Financial Management and Accounting Pathway		
4.20010	Accountants	13-2011.01	Accountants
4.20020	Accounting Clerk	43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
4.20030	Accounting Supervisor	43-1011.02	First-Line Supervisors, Administrative Support
4.20040	Adjuster	43-4051.01	Adjustment Clerks
4.20050	Adjustment Clerk	43-4051.01	Adjustment Clerks
4.20060	Assistant Treasurer	11-3031.00	Financial Managers
4.20070	Auditor	13-2011.02	Auditors
4.20080	Bookkeeper	43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
4.20090	Budget Analyst	13-2031.00	Budget Analysts
4.20100	Budget Manager	11-3031.01	Treasurers, Controllers, and Chief Financial Officers
4.20110	Billing Supervisor	43-1011.02	First-Line Supervisors, Administrative Support
4.20120	Cash Manager	11-3031.00	Financial Managers
4.20130	Controller	11-3031.01	Treasurers, Controllers, and Chief Financial Officers
4.20140	Merger and Acquisitions Manager	11-1011.00	Chief Executives
4.20150	Price Analyst	13-1111.00	Management Analysts
4.20160	Top Collections Executive	13-1031.00	Claims Adjusters, Examiners, and Investigators
4.20170	Top Investment Executive	11-3031.00	Financial Managers
4.20180	Treasurer	11-3031.01	Treasurers, Controllers, and Chief Financial Officers
4.20190	Chief Financial Officer	11-3031.01	Treasurers, Controllers, and Chief Financial Officers
4.20200	Finance Director	11-3031.01	Treasurers, Controllers, and Chief Financial Officers
4.20210	Certified Public Accountant	13-2011.01	Accountants
4.20220	Accounts Receivable Clerk	43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
4.20230	Cost Accountant	13-2011.01	Accountants
4.20240	Financial Accountant	13-2011.01	Accountants
4.20250	Billing Clerk	43-3021.02	Billing, Cost, and Rate Clerks
4.20260	Payroll Accounting Clerk	43-3051.00	Payroll and Timekeeping Clerks

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Code	Title	Code	Title
4.30000	Human Resources Pathway		
4.30010	Human Resource Managers	11-3040.00	Human Resources Managers
4.30020	International Human Resources Managers	11-3040.00	Human Resources Managers
4.30040	Human Resources Coordinators	13-1079.00	Human Resources, Training, and Labor Relations Specialists, All Other
4.30050	Industrial Relations Director	11-3049.00	Human Resources Managers, All Other
4.30060	Compensation and Benefits Managers	11-3041.00	Compensation and Benefits Managers
4.30070	Employment and Placement Managers	11-3049.00	Human Resources Managers, All Other
4.30080	Employee Assistance Plan Managers	11-3049.00	Human Resources Managers, All Other
4.30090	Training and Development Managers	11-3042.00	Training and Development Managers
4.30100	Human Resources consultant	13-1079.00	Human Resources, Training, and Labor Relations Specialists, All Other
4.30110	Corporate Trainer	13-1073.00	Training and Development Specialists
4.30120	Training and Development Specialists	13-1073.00	Training and Development Specialists
4.30130	Conciliators/Mediators/Arbitrators	13-1079.00	Human Resources, Training, and Labor Relations Specialists, All Other
4.30140	Employer Relations Representatives	13-1079.00	Human Resources, Training, and Labor Relations Specialists, All Other
4.30150	Labor and Personnel Relations Specialists	13-1079.00	Human Resources, Training, and Labor Relations Specialists, All Other
4.30160	Affirmative Action Coordinators	13-1079.00	Human Resources, Training, and Labor Relations Specialists, All Other
4.30170	Equal Employment Opportunity Specialists	13-1041.03	Equal Opportunity Representatives and Officers
4.30180	OSHA/ADA Compliance Officer	11-9199.00	Managers, All Other
4.30190	Pay Equity Officers	13-1072.00	Compensation, Benefits, and Job Analysis Specialists
4.30200	Interpreters and Translators	27-3091.00	Interpreters and Translators
4.30210	Organizational Behaviorists	19-3032.00	Industrial-Organizational Psychologists
4.30220	Occupational Analysts	13-1072.00	Compensation, Benefits, and Job Analysis Specialists
4.30230	Compensation, Benefits and Job Analyst Specialists	13-1072.00	Compensation, Benefits, and Job Analysis Specialists
4.30240	Human Resources Information Systems Specialists	15-1051.00	Information systems specialist
4.30250	Meeting and Convention Planners	13-1121.00	Meeting and Convention Planners

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Code	Title	Code	Title
4.30260	Employment Interviewers, Private or Public Employment Service	13-1071.01	Employment Interviewers, Private or Public Employment Service
4.30270	Personnel Recruiters	13-1071.01	Employment Interviewers, Private or Public Employment Service
4.30280	Human Resources Assistants	13-1071.01	Employment Interviewers, Private or Public Employment Service
4.30290	Payroll Professional	13-1072.00	Compensation, Benefits, and Job Analysis Specialists
4.30300	Assignment Clerks	43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
4.30310	Identification Clerks	43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
4.30320	Human Resources Generalist	11-3049.00	Human Resources Managers, All Other
4.30330	Human Resources Clerks	43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
4.40000	Business Analysis Pathway		
4.40010	Systems Analyst	15-1051.00	Computer Systems Analysts
4.40020	E-Commerce Analyst	19-3021.00	Market Research Analysts
4.40030	Requirements Specialist*	19-3021.00	Market Research Analysts
4.40040	Marketing Analyst	19-3021.00	Market Research Analysts
4.40050	Operations Research Analyst	15-2031.00	Operations Research Analysts
4.40060	Business Consultant	13-1111.00	Management Analysts
4.40070	Business Analyst	13-1111.00	Management Analysts
4.40080	Budget Analyst	13-2031.00	Budget Analysts
4.40090	Product Manager	11-1021.00	General and Operations Managers
4.40100	Price Analyst	13-1111.00	Management Analysts
4.50000	Marketing and Communications Pathway		
4.50020	Assistant Marketing Manager	11-2021.00	Marketing Managers
4.50040	Sales Engineer	41-9031.00	Sales Engineers
4.50050	Sales Manager	11-2022.00	Sales Managers
4.50060	Sales Representative	41-4011.02	Sales Representatives, Chemical and Pharmaceutical
4.50060	Sales Representative	41-4011.03	Sales Representatives, Electrical/Electronic
4.50060	Sales Representative	41-4011.06	Sales Representatives, Instruments
4.50060	Sales Representative	41-4011.04	Sales Representatives, Mechanical Equipment and Supplies
4.50060	Sales Representative	41-4011.05	Sales Representatives, Medical

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Code	Title	Code	Title
4.50060	Sales Representative	41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
4.50060	Sales Representative	41-4011.00	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
4.50070	Broker	41-9021.00	Real Estate Brokers
4.50080	Agents	41-9022.00	Real Estate Sales Agents
4.50080	Agents	41-3021.00	Insurance Sales Agents
4.50090	Assistant Store Manager	11-1021.00	General and Operations Managers
4.50100	Department Manager	11-1021.00	General and Operations Managers
4.50110	Assistant Department Manager	11-1021.00	General and Operations Managers
4.50120	Salesperson	41-2031.00	Retail Salespersons
4.50130	Customer Service Supervisor	43-4051.00	Customer Service Representatives
4.50140	Customer Service Consultant	43-4051.00	Customer Service Representatives
4.50150	Counter Person	41-2021.00	Counter and Rental Clerks
4.50150	Counter Person	35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
4.50160	Customer Service Clerk	43-4051.00	Customer Service Representatives
4.50170	Product Manager	11-1021.00	General and Operations Managers
4.50180	Project Manager	11-1021.00	General and Operations Managers
4.50190	Research and Development Manager	11-9041.00	Engineering Managers
4.50200	Research and Management Supervisor	11-9121.00	Natural Sciences Managers
4.50210	International Marketing Manager and Supervisor	11-2021.00	Marketing Managers
4.50210	International Marketing Manager and Supervisor	11-2022.00	Sales Managers
4.50220	International Merchandising Manager and Supervisor	11-2021.00	Marketing Managers
4.50220	International Merchandising Manager and Supervisor	11-2022.00	Sales Managers
4.50230	Marketing Manager	11-2021.00	Marketing Managers
4.50240	Property, Real Estate and Association Manager and Supervisor	11-9141.00	Property, Real Estate, and Community Association Managers
4.50250	Small Business Owner and Entrepreneur	11-1021.00	General and Operations Managers
4.50260	E-commerce Manager and Entrepreneur	11-2021.00	Marketing Managers
4.50270	Wholesale and Retail buyer	13-1022.00	Wholesale and Retail Buyers, Except Farm Products
4.50280	International Distribution Manager	11-2021.00	Marketing Managers

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4.50290	Warehouse Manager	11-1021.00	General and Operations Managers
4.50300	Logistics Manager/Supervisor	13-1081.00	Logisticians
4.50310	Logistics Manager/Coordinator	13-1081.00	Logisticians
4.50320	Market Researcher	19-3021.00	Market Research Analysts
4.50330	Marketing Information Manager	11-2021.00	Marketing Managers
4.50340	Public Relations Specialist	27-3031.00	Public Relations Specialists
4.50350	Public Relations Writer	27-3031.00	Public Relations Specialists
4.50360	Copywriter	27-3043.04	Copy Writers
4.50370	Media coordinator	27-3031.00	Public Relations Specialists
4.50380	Art Director	27-1011.00	Art Directors
4.50390	Graphic Designer	27-1024.00	Graphic Designers
4.50400	Event Manager	11-2011.00	Advertising and Promotions Managers
4.50410	Advertising Salesperson	41-3011.00	Advertising Sales Agents
4.50420	Route Salesperson	53-3031.00	Driver/Sales Workers
4.50430	Distribution Worker	53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand
4.50440	Wholesale ,Freight, Stocking, Handling, Material Moving and Packing Worker	53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand
4.50450	Traffic, Shipping, and Receiving Clerk	43-5071.00	Shipping, Receiving, and Traffic Clerks
4.50460	Demonstrators and Product Promoter	41-9011.00	Demonstrators and Product Promoters
4.50470	Retail Salespeople and Associate	41-2031.00	Retail Salespersons
4.50480	Telemarketer	41-9041.00	Telemarketers
4.60000	Administrative and Information Support Pathway		
4.60010	Administrative Assistant	43-6011.00	Executive Secretaries and Administrative Assistants
4.60020	Executive Assistant	43-6011.00	Executive Secretaries and Administrative Assistants
4.60040	Office Manager	43-1011.02	First-Line Supervisors, Administrative Support
4.60050	Administrative Support	43-1011.02	First-Line Supervisors, Administrative Support
4.60060	Medial Front Office Assistant	31-9092.00	Medical Assistants
4.60070	Information Assistant	43-6011.00	Executive Secretaries and Administrative Assistants
4.60080	Desktop Publisher	43-9031.00	Desktop Publishers
4.60090	Customer Service Assistant	43-4051.00	Customer Service Representatives
4.60100	Data Entry Specialists	43-9021.00	Data Entry Keyers
4.60110	Receptionist	43-4171.00	Receptionists and Information Clerks

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Code	Title	Code	Title
4.60120	Communications Equipment Operator	43-2000.00	Communications Equipment Operators
4.60130	Computer Operator	43-9011.00	Computer Operators
4.60140	Court Reporter	23-2091.00	Court Reporters
4.60150	Stenographer	43-9022.00	Word Processors and Typists
4.60160	Dispatcher	43-5032.00	Dispatchers, Except Police, Fire, and Ambulance
4.60170	Shipping and Receiving Personnel	43-5071.00	Shipping, Receiving, and Traffic Clerks
4.60180	Records Processing Occupations including Library Assistant and Order Processor	43-9022.00	Word Processors and Typists
4.60180	Records Processing Occupations including Library Assistant and Order Processor	43-4121.00	Library Assistants, Clerical
4.60180	Records Processing Occupations including Library Assistant and Order Processor	43-4151.00	Order Clerks
4.60180	Records Processing Occupations including Library Assistant and Order Processor	43-5081.04	Order Fillers, Wholesale and Retail Sales
4.60190	Word Processor	43-9022.00	Word Processors and Typists
4.60200	Typists	43-9022.00	Word Processors and Typists
4.60210	Medical Transcriptionist	31-9094.00	Medical Transcriptionists
4.60220	Legal Secretaries	43-6012.00	Legal Secretaries
4.60230	Paralegals	23-2011.00	Paralegals and Legal Assistants