

Management - Human Resource Management



The field of Human Resources Management (HRM) focuses on achieving corporate strategy through the effective management of people in organizations. Effective HRM results in a higher quality of work life, higher productivity, and an improved readiness for change.

The modern professional is a strategic business partner and catalyst who leverages people within the company to achieve organizational successes. Companies such as Southwest Airlines, Google, and Edward Jones have work environments and corporate cultures that lead to superior returns for shareholders by being more innovative, efficient, and productive than their industry peers. Meanwhile, globalization has created new challenges - managing employees and overseeing employee regulations in different countries and across different cultures. Furthermore, technology

has created new opportunities for streamlining HR practice - from putting benefits programs online to e-learning.

Human resources management encompasses many areas - compensation, benefits, information systems, human resources planning, organizational/job design, employee relations, recruitment, career development and training, and organization development. For entry-level professionals, opportunities are primarily in generalist roles and rotational programs. For graduate level and those with more experience, there is more focus on the higher-level strategic aspects.

Sources: University of Michigan – Career Services, Wetfeet-Human Resources, Fortune, Management Study Guide

Average Salary & Trajectory*

Entry-Level

\$39,000 annually

- HR Clerk
- HR Assistant/Associate
- HR Administrator
- Junior Recruiter
- Talent Management Coordinator

Mid-Level

\$117,000 annually

- HR Manager
- Compensation & Benefits Manager
- Compliance Manager
- HR Generalist
- Human Resource Information System (HRIS) Senior Analyst

Executive-Level

\$175,000 annually

- HR Director
- Chief HR Officer
- Senior VP of HR
- Chief Culture/People Officer
- VP of Talent Management

Learn More With O*Net

Visit O*Net OnLine to explore the sample roles in human resource management. The database provides career exploration tools to the public at no cost and is continually updated by surveying a broad range of workers from each occupation. Learn about the knowledge, skills, tasks, and activities required for each occupation, as well as median wages and employment trends reported by the Bureau of Labor Statistics and other federal agencies.

01 Visit O*Net OnLine at www.onetonline.org

02 Refer to the sample job titles listed in the "O*Net Keywords" section below

03 Enter phrase into O*Net's "Occupation Search" to explore sample roles

O*Net Keywords:

- Human Resources
- Employee
- Compensation
- HRIS

Roles:

- HR Manager
- Training/Development Manager
- HR Assistant
- HR Specialist

*Note: Salaries are highly dependent on location, company type, and candidate experience/education. For the purposes of this guide we are providing average starting salaries as determined by the National Association of Colleges and Employers (NACE), overall average salaries as determined by the U.S Bureau of Labor Statistics (BLS), as well as supplemental information found from various industry-specific sources.

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Skills/Experience Suggested:

- Knowledge of business, HR practices and the organization
- Effective communication, interpersonal and relationship-building skills
- Creditability and integrity
- Critical and strategic thinking

Advanced Degrees:

- Master in Human Resources Management
- MBA in Human Resources Management/Organizational Development
- PhD in Human Resources Management

Professional Certifications:

- Associate Professional in Human Resources (APHR)
- Professional in Human Resources (PHR)
- Senior Professional in Human Resources (SPHR)
- Society for Human Resource Management—Certified Professional (SHRM-CP)

Professional Associations:

- Society of Human Resources Management (SHRM)
- Professional in Human Resources Association (PIHRA)
- National Human Resources Association (NHRA)
- International Public Management Association for Human Resources (IPMA-HR)

Campus Resources:

- Society of Excellence in Human Resources

Don't forget to check out the list of career path advisors
business.fullerton.edu/Programs/Undergraduate/#career-path-advisors

Industry Research & Tools:

- SHRM.org
- BLS.org
- Wetfeet.com
- Onetonline.com
- What Can I Do with this Major—accessible through Career Services website
- Vault.com— accessible through your Student Portal

Job & Internship Search Sites:

- Jobs.shrm.com
- Careerbuilder.com
- Governmentjobs.com
- Simplyhired.com
- Indeed.com
- Glassdoor.com
- LinkedIn.com
- Vault.com—accessible through your Student Portal

Employers Hiring Mihaylo Graduates:



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