ABSTRACT

Human Resources Management (HRM) is one of the fastest growing industries and for those people that are thinking of joining this industry it can be daunting to go into it with little or no information. This report will provide any person that is choosing to start a career in this field or thinking of making a career change to this field with current information and trends of what to expect.

The report will commence with an overview of HRM, its structures and functions. We will continue on to the relevance of HRM, including the importance of HRM, reasons to choose a career in HRM and main industries for HRM. After that we will focus on major players in HRM, including organizations and institutions. Next we will give statistics regarding the future of HRM, including rate of growth, outsourcing advantages and disadvantages and innovations. Finally, we will go into details of how to achieve success in HRM, providing education and certification needs and the progression of moving through the HRM field.

Karolina Montenegro Bashore and Sonia Padilla
Business 3050-02
# Table of Contents

**Table of Contents**

- Executive Summary..................................................................................................................... iv
  - Conclusions.............................................................................................................................. iv
  - Recommendations................................................................................................................... iv
- Introduction ................................................................................................................................ 1
  - Overview of Human Resource Management........................................................................... 1
  - Definition of Human Resources Management........................................................................ 1
  - Functions of Human Resources................................................................................................ 1
  - Structure of Human Resources Management Departments ................................................... 2
    - Small Organization................................................................................................................ 2
    - Medium Organization........................................................................................................... 3
    - Large Organization................................................................................................................ 3
- Importance of Human Resources ............................................................................................... 3
  - Human Resources in the Workplace........................................................................................ 3
  - Reasons to Join a Human Resources Team............................................................................. 4
  - Industries Where Human Resources Management Thrives .................................................... 4
- Educational and Professional Institutions in Human Resources.............................................. 4
  - Local Institution..................................................................................................................... 4
  - Professional Organizations..................................................................................................... 6
  - School Organizations............................................................................................................ 6
- The Future of Human Resources ................................................................................................. 7
  - Job Growth and Salary ............................................................................................................. 7
  - Innovations............................................................................................................................... 8
  - Outsourcing.............................................................................................................................. 8
- Achieving Success in Human Resources Management............................................................. 9
  - General Overview..................................................................................................................... 9
  - Skills.......................................................................................................................................... 9
  - Education.................................................................................................................................. 9
  - Internships and Entry-Level Positions.................................................................................... 10
Executive Summary

This report is a comprehensive source of information about the field of human resources management which will inform the reader what human resources entails. The reader can use the provided information to make an informed and logical decision towards their future career. The information within this report was collected using only secondary research which was summarized and organized in order to provide a clear analysis of the field.

Conclusions
From the gathered research we can conclude:

- Human resources management focuses on human personnel, their well-being, and compliance as a strategic management concept which directly affects the productivity and value of an organization.
- Human resources management is a concept that works well in all industries and can be tailored to each organizations’ needs.
- Several local and nationwide institutions and organizations are available to meet the educational needs of individuals that would like to enter the field.
- The careers in the human resources field are on a consistent growth rate and depending on which career path is undertaken the national job growth rate ranges from as fast as average, or faster than average.
- Professionals in human resource management have ample opportunity to grow.
- Experience and education are the main aspects that dictate the level that a career can rise to within the field.

Recommendations
For all those who are interested in pursuing a career in human resources it is advised that they develop strong interpersonal skills, acquire at a minimum a bachelor’s degree and that internships are undertaken concurrently with their educational career. These items are necessary for the following reasons:

- Interpersonal skills lead to strong communication for the delivery of organized, clear directions and expectations to team members; also, strong leadership skills enable the ability to make important decisions that affect the health of the organization.
- Education and certifications are directly correlated to the level of the human resources position acquired.
- Work experience within the field will allow for development of beneficial skills and relationships that can increase the likelihood of rising in the field.
Introduction
Imagine being able to contribute to the competitive advantage of a company, in just about any industry. When people think of Human Resources, some may have the misperception that it’s the department that is limited to handling benefits, complaints, or where people get called in to be disciplined or even fired. However, Human Resource Management (HRM) is a dynamic and fast-growing field that provides challenging work and a large variety of options and specializations. Not only can you work in a vast range of industries but you can also choose the type of environment and size of the company that you prefer.

Overview of Human Resource Management
A company is comprised of several departments that are vital for the health of the organization and one thing that all departments have in common is that they are staffed with human personnel. Human resource management (HRM) is the department of a business or organization that deals with the hiring, administration, and training of personnel. In addition, the legal environment of the business world continues to become more regulated and stringent, and HRM is at the forefront of the challenge of remaining compliant.

Definition of Human Resources Management
HRM specifically deals with the management of employees. HRM can be succinctly defined as “a strategic, integrated and coherent approach to the employment, development and well-being of the people working in organizations” (Armstrong & Taylor, 2014, p. 5). A more comprehensive definition reads: “HRM is the managerial utilization of the efforts, knowledge, capabilities and committed behaviors which people contribute to an authoritatively coordinated human enterprise as part of an employment exchange (or more temporary contractual arrangement) to carry out work tasks in a way which enables the enterprise to continue into the future.” (Watson, in Armstrong & Taylor, 2014, p. 5). Regardless of which definition is used it is clear to see that HRM holds employee well-being as a major ideal.

Functions of Human Resources
With the management of personnel HRM’s main objective is to add value to a company. Research conducted by The Conference Board has found six key people-related activities that human resources must effectively do to add value to the company (Investopedia, 2017). These are:

2. Tying performance appraisal and compensation to competencies.
3. Developing competencies that enhance individual and organizational performance.
4. Increasing the innovation, creativity and flexibility necessary to enhance competitiveness.
5. Applying new approaches to work process design, succession planning, career development and inter-organizational mobility.
6. Managing the implementation and integration of technology through improved staffing, training and communication with employees.”

Another pressing issue that clearly shows the relevance of HRM is the fact that human resources managers help companies be compliant with ever-changing labor laws, statutes and regulations. Human resource professionals carry out the day-to-day work of implementing processes designed to meet the needs of their firms in the context of the framework made up by the statutory and regulatory requirements that govern the workplace. (Bodie, 2013). For example, “ERISA and HR go hand-in-hand. HR departments generally have the responsibility of managing the pension and welfare benefits governed by ERISA’s protections...[its] complexity help stimulate the growth of HR departments as professional training aids in the understanding of financial, accounting and legal requirements necessary to provide these benefits.” (Bodie, 2013, p. 201). So in a nutshell, HR departments commence the process of acquiring pension and welfare benefit plans that best suit the company’s needs but once established human resource managers will have to make sure that the plans look after the best interests of employees and follow laws and established regulations. (Bodie, 2013).

Structure of Human Resources Management Departments

Human resource departments are set up according to the needs and size of each organization. The general rule dictates that the larger the corporation the more roles there will be within the HRM department, and vice versa. Within that context it can be expected that the more roles there are in the HRM department the more specialized the roles will be.

Small Organization

Small organizations may or may not have a dedicated HRM department. An organization with a small HRM department should expect to have a human resource generalist that oversees all the human resource needs of the organization. That human resource generalist will be provided with instructions directly from the owner, or a similarly-powered individual and they will be expected to solve issues and handle the main HRM functions by themselves. It is very possible that an organization may be so small that there is no dedicated HRM department at all. In these instances, the HRM duties may be overseen by the owner and/or another employee within the organization who is already managing other duties. This particular situation is akin to being a jack of all trades.

![Figure 1: Possible structure of HRM department in small organization](Source: 2006-2017 Software Advice™, Inc.)
Medium Organization
An organization that is transitioning from small to medium-sized will likely have a handful of human resource generalists who oversee all the human resource needs of the organization. There is a possibility that there will be a department head, or manager. Inevitably, the HRM department of a medium-sized organization will have to have a more rigid set-up with key units, each will specialize on one of the tasks of human resources, such as staffing, payroll, compliance, etc. The professional who heads that unit will be a specialist in that area. Those specialists will answer and provide information to the head of the HRM department, and they will receive instructions from the same individual. Information will flow up to the head of the department and instructions will flow down from the head of the department.

![Figure 2: Possible structure of HRM department in medium-sized organization](source: 2006-2017 Software Advice™, Inc.)

Large Organization
The HRM department of a large organization will have key units within the HRM department that will specialize in key aspects of human resources. The professionals who head each unit will need to be specialists in their respective areas. The difference between HRM departments in medium and large companies is that in large organizations these units may actually be departments themselves that focus on much larger issues and have their own structure. Each unit/department will be headed by an assistant manager, who will pass on information to the unit/department’s manager who is on the level above them. That manager will then pass that acquired information to the head of the entire HRM branch, generally the vice president of human resources. Instructions will follow the same downward flow that medium-sized organizations followed.

Importance of Human Resources
Human Resources in the Workplace
HRM professionals are responsible for one of the most important assets of companies: the people. Selecting and retaining talent has an impact on the overall performance of the company. Not only do HRM professionals develop skills to properly select and train valuable employees but they also work to motivate and retain talented individuals who contribute to the success of a business. Having good workforce talent can provide companies with a competitive advantage. HRM individuals stay up to date with ever-changing legal requirements, work trends, and changes in how certain generations view the workplace. For example, Millennials may find it more attractive to move laterally; they have different expectations than baby boomers or Generation X employees.
A recent shift that has occurred in Human Resources is the focus on non-monetary benefits, such as helping employees achieve a work-life balance, “greater employee involvement, interactive work structures, and human resource flexibility within organizations” (Mossholder, 2011, p. 33) and bringing people from different levels together in collaboration efforts. HR helps employees by matching them with roles and positions that make the most of their strengths. “Several key changes are now underway that we believe will continue to gain momentum in 2015. First, HR is being forced to redefine its role from “service provider” to an enabler and builder of talent” (Mazor, Stephan, Walsh, Schmahl, & Valenzuela, 2015).

Reasons to Join a Human Resources Team
Finding the right talent and developing employees is so important that many CEO’s are said to dedicate 10 to 20% of their time to this important task and have claimed that it was “the most rewarding part of their job” (Breitfelder & Downling, 2008). The field of Human Resources can provide variety by allowing HRM professionals to combine disciplines. For example, a person who also has an interest in finance can combine that with HRM. One case is an HR professional, Daisy, who collaborated with Goldman Sachs vice presidents on what is called an “action-learning project” in which HR is involved in the decision-making process of finding the right individuals for the right roles while helping create value for the company (Breitfelder & Downling, 2008). Daisy said, “My job is one of the coolest I can imagine. It mashes together three things I find endlessly interesting – psychology, organizational behavior, and hard-core finance. What’s more, only a few years out of business school, I have seen decision making at the very highest levels at two major firms” (Breitfelder & Downling, 2008). HR is complex and challenging, and provides ample opportunity for growth.

Industries Where Human Resources Management Thrives
Any organization that employs people would benefit from a human resource department, although a smaller organization with a low number of employees overall can survive without a dedicated HRM department. That is not true of larger organizations. The larger the number of employees and capital, the more the organization is expected to grow. These facts support the realization that HRM departments are a necessity in these situations.

Regardless of size or type of organization an HR student decides to enter and focus on, education is a necessity for furthering their career in the field.

Educational and Professional Institutions in Human Resources

Local Institution
If you would like to gain knowledge and understand basic concepts of human resources, a non-degree certificate option
can help prepare students for entry-level positions. Although many companies prefer someone with a minimum of one-year experience in Human Resources, these courses lay the foundation for further study in the Human Resources field. However, if you would like to be a Human Resources professional and make your way to a mid-level and senior-level position more quickly, consider obtaining a bachelor’s and Master’s degree in Human Resource Management. The following programs offered at CSULA range from certificates to advanced degrees.

The College of Business and Economics (CBE) at California State University Los Angeles (CSULA) is fully accredited by the AACSB- Association to Advance Collegiate Schools of Business, “the world’s largest business education network and accrediting body for business colleges worldwide. Only 5% of business schools globally earn AACSB accreditation” (California State University Los Angeles Office of Communications and Public Affairs, 2017). Article: [CSULA - Business Pgm Top Ten](#)

California State University Los Angeles’s CBE offers three different options for a career in Human Resources Management:

- **Certificate Program**: This option for non-Management Business majors, non-Business majors or working professionals can be a tool for advancing their career. (California State University Los Angeles, 2017) [CSULA HR Certificate](#)

- **Bachelor of Science degree in Business Administration with an option in Human Resource Management**: This option consists of 120 units, of which 21 units will focus in human resources courses. This degree “prepares students for careers in human resources management in both the public and private sectors. Career paths include generalist and specialist, positions in human resource planning, recruitment and selection, compensation and benefits, job analysis, training and development, employment and labor relations, and other essential human resource functions” (California State University Los Angeles, 2017) [CSULA HR Bachelors](#)

- **Master of Science in Business Administration with a concentration in Human Resource Management**: For students looking to advance their career even further or professionals seeking to take their career to the next level and increase earning potential. Students must meet a business foundation requirement of 9 units, 36 units of 5000-level courses which include 18 units in the Human Resources Management option, for a total of approximately 45 units. (California State University Los Angeles, 2017) [CSULA HR Masters](#)
Professional Organizations

There are several organizations which provide Human Resources students and professionals endless tools and support to enhance and further their professional development.

**HRCI** - HR Certification Institute is a credentialing organization which has “set the standard for HR mastery and excellence around the globe” (HR Certification Institute, 2017). It is an “independent nonprofit organization [...] dedicated to advancing the HR profession by developing and administering best-in-class accredited certifications” (HR Certification Institute, 2017). They administer 7 accredited HR certifications including 3 Global and International Professional certifications. They provide resources for certification preparation and recertification, links to strategic partner affiliates and continuing education providers. They also provide volunteer opportunities, access to events, and blogs.

**SHRM** – The Society for Human Resource Management is “the world’s largest HR professional society, representing 285,000 members in more than 165 countries” (Society for Human Resource Management, 2017). Having a membership with SHRM gives individuals the tools needed to succeed in their HRM career. Members have access to magazine articles, news stories, blogs, public policy issues, trends and forecasting, research reports, HR topics and solutions, handbooks, how-to guides, events, learning tools ranging from seminars and webcasts to onsite training.

**PIHRA** – Professionals in Human Resources Association enhances the skills of a human resources professional “through networking, learning, and advocacy” (Professionals in Human Resources Association, n.d.). They serve the human resources industry with 17 chapters in Southern California. PIHRA offers its members support for certification preparation, online learning, conferences, e-Learning, and information about various chapters throughout Southern California, including student chapters.

School Organizations

**PIHRA at CSULA - Student Chapter** is a school organization that students can take advantage of while pursuing their studies at California State University Los Angeles. This student chapter organizes and oversees networking events, workshops to assist with professional development and resume building, among other activities. (Professionals in Human Resources Association, n.d.).
The Future of Human Resources

Job Growth and Salary

Human Resource Management is one of the fastest growing occupations according to the U.S. Department of Labor. The projected growth in HR is 9%, faster than the average for all occupations (Bureau of Labor Statistics, 2015). Companies are beginning to take notice of the importance of Human Resources. The valuable source of information Human Resources Management provides when facing issues, complex and changing labor laws. Human Resources Management ensures companies remain compliant with labor regulations. According to the U.S. Department of Labor “candidates with certification or a master’s degree – particularly those with a concentration in human resources management – should have the best job prospects. Those with a solid background and work experience in human resources programs, policies, and employment law should also have better job opportunities” (Bureau of Labor Statistics, 2015).

According to the Occupation Outlook Handbook of the Bureau of Labor Statistics, Human Resources managers’ median annual wage was “$106,910 in May 2016 [...] The lowest 10 percent earned less than $63,140, and the highest 10 percent earned more than $193,550. [...] About 1 in 3 human resources managers [work] more than 40 hours per week” according to 2014 statistics (Bureau of Labor Statistics, 2015).

Top industries – HR Managers Median Annual Wages

<table>
<thead>
<tr>
<th>Industry</th>
<th>Median Annual Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management of companies and enterprises</td>
<td>$121,390</td>
</tr>
<tr>
<td>Professional, scientific, and technical services</td>
<td>$100,880</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$103,200</td>
</tr>
<tr>
<td>Government</td>
<td>$95,950</td>
</tr>
<tr>
<td>Healthcare and social assistance</td>
<td>$91,250</td>
</tr>
</tbody>
</table>

Figure 5: Top Industries - HR Managers Median Annual Wages

Figure 4: Human Resources Managers - Percent change in employment, projected 2014-24 (Bureau of Labor Statistics, 2015)

Figure 6: Human Resources Managers - Median annual wages, May 2016 (Bureau of Labor Statistics, 2015)
Innovations

Human Resources professionals can take steps to help businesses realize the value of HR. This can be done by focusing on current issues, getting rid of programs that lack impact (Capelli, 2015, p. 61), and highlighting the financial benefits of HR. We are at a time when HR is being redefined and being recognized for its strategic function. “HR, long perceived to lack innovation, can become both catalyst and facilitator of mechanisms that foster creativity across organizational boundaries. (Breitfelder & Downling, 2008)” Companies are implementing what is called “action-learning projects” which involve a blend of “leadership enhancement programs for senior executives [that] simultaneously meet individual development and overall business goals” (Breitfelder & Downling). Recall the HR professional, Daisy, who was mentioned earlier. She was able to participate in action-learning projects in collaboration with Goldman Sachs vice presidents and found creative ways to blend different disciplines. Instead of solely focusing on managing monetary issues, the HR function is shifting to bringing higher focus to human capital by seeking ways of increasing engaging employee engagement. “A new kind of HR professional is emerging to manage this transformed function, someone who deeply understands not only talent-management processes but also an organization’s strategy and business model [...] but who also knows how to put together an effective marketing plan” (Breitfelder & Downling). This is an opportunity for individuals to blend various interests in other subject matter with HR functions in order to bring more value for human capital.

Another new approach that is being considered in HRM is bringing a customized approach in an efficient, cost-effective, measurable, and adaptable way from customized career paths, to customized jobs, learning, and performance appraisals to make it relevant to each employee (Green, 2010). The HR function must be able to adapt to organizational and societal needs. “Management of human resources presents exciting opportunity for organizations to experiment with alternative practices. HR professionals must focus on continuous innovation by responding positively to new ideas and constantly keeping track of new trends” (Agarwala, 2002). According to Agarwala, HRM is dynamic, it’s function and practices can’t remain static but must adapt in order to remain competitive, “it is time to innovate and redefine HR practices.” Students entering the field of Human Resource Management have the opportunity to bring innovative ideas and collaborate with other departments within a company. It is a very exciting time to enter the HRM field and contribute to the success of a firm and to employee development.

Outsourcing

Businesses can no longer expect Human Resources to be a one-size-fits all arrangement, instead each organization must customize the strategies and solutions
it implements for their particular needs. At a time where globalization is taking the world by storm, businesses are looking to outsource functions and services which can be done more efficiently and at a fraction of a cost. This is a trend that is growing in popularity because it allows businesses to focus on what they do best, reduces costs, improves compliance and recruitment practices, and gives businesses access to new technology through innovative HR-services suppliers. “Outsourcing has the potential to make [an] organization leaner, more adaptive, smarter and more profitable” (Biro, 2013). However, there are also risks associated with outsourcing and offshoring because an organization’s success will depend on an outside supplier who might have conflicting plans or strategies, profit goals which can affect long-term costs, providing talent that is not a proper fit for the organization’s culture or needs, or providing unnecessary services which will also increase costs. An organization must do proper and thorough research before letting a supplier handle important functions which can affect overall performance and profitability. Some organizations can opt to outsource some HR routine functions as opposed to the entire HR Department. Outsourcing and offshoring Human Resources functions also creates more job opportunities for individuals who would like to find employment as an HR Consultant, with an HR Consulting firm, or at an international HR capacity.

Achieving Success in Human Resources Management

General Overview

The main requirement for any position in the human resources field will be a strong grasp of interpersonal skills since HRM is the department within an organization that deals directly with, and for, employees. The level of education and experience will vary depending on the position desired.

Skills

Human resource professionals should expect that many, if not most, of their dealings will involve face-to-face communication with employees, department heads, outside organizations, and other vendors and individuals. Human resource managers are expected to provide organized and clear directions to those who they work with and must be able to clearly communicate their expectations. They will also be in charge of making important decisions that can affect the health of the organization. For these reasons a variety of soft skills will be required to be successful in this field. According to the U.S. Department of Labor Bureau of Labor Statistics, (2016-2017), these skills include:

1. Decision making skills.
2. Interpersonal skills.
3. Leadership skills.
4. Organizational skills.
5. Speaking skills.

Education

The level of education required is dependent on the position that a candidate
is seeking. The U.S. Department of Labor Bureau of Labor Statistics (2016-17) suggests that a bachelor’s degree is the general requirement to acquire mid-level positions in the human resources field. The bachelor’s degree can concentrate in human resources, business, or a related field, such as finance, business management, education, or information technology. Human resource specialists will not need to go further than this education level. In contrast, a senior-level human resource manager may require a master’s degree in human resources, labor relations, or business administration for higher-level positions. (U.S. Department of Labor Bureau of Labor Statistics, 2016-17)

**Internships and Entry-Level Positions**

Internships are useful opportunities for future human resource professionals to acquire on-hands experience and training. A student earning their bachelor’s degree in human resources can put the concepts learned in the classroom to work during their internship and gather current real-world understanding of those concepts. Not only will students further develop their understanding, they will also acquire the much needed experience required for most mid-level and higher positions. That way students can assure a leg up against those individuals that are competing for similar positions but do not have experience.

For soon-to-be or recent graduates, entry-level positions will be ideal and reap similar benefit as internships, but with assured pay. Most non-entry-level human resource positions require some years of experience; for more advanced positions, the required years of experience rise exponentially. Internships and entry level positions will allow for initial experience but they will also allow a student or commencing professional to get their “foot in the door” when it comes to acquiring name recognition in the field.

**Certifications**

Training for a career in Human Resources doesn’t end with a certificate or degree, there are professional certifications that Human Resources professionals are encouraged to acquire during their careers in order to advance beyond entry and mid-level positions and to increase their earning potential.

According to HR Certification Institute (“HRCI Certification,” 2017) the Human Resources Research Organization (HumRRO) argues that certified human resources professionals hold an advantage over non-certified human resources colleagues. Career benefits include “better employment prospects, higher annual salaries, faster income growth and higher levels of career satisfaction.” (“HRCI Certification,” 2017) Business benefits include the fact that “organizations are confident that you...have what it takes to provide strategic HR and human capital management direction – that you can create advantages out of constantly shifting technologies, laws, worker needs and workplace environments.” (“HRCI Certification,” 2017)
Starting Off in Human Resources

Individuals who want to enter the human resources field will have several ways of doing so because expectations for HR candidates are so varied and in some instances not clearly defined. Therefore it will be dependent on the employer. Regardless, Feffer (2016) clarifies three general paths to acquire an entry level human resources position:

1. A college degree in HR.
2. A degree in a related subject, like business or industrial/organizational psychology, then applying those skills to HR by earning appropriate certifications.
3. Working for several years in an operational role at a company, then transitioning into HR.

Further, Feffer (2016) advises on common strategies to get the attention of hiring managers for those human resource positions:

- Get Experience – internships, involvement in human resource society student chapters, and exploring opportunities with HR service providers.
- Build Relationships – reach out to human resources alumni and professionals, attend meetings for the local human resource society, get involved with professional associations and attend conferences and other networking events.
- Be a Business Person – understand that human resources are a business function and that strategies for handling personnel must be applied to be successful.
- Manage Your Expectations – expect that in order to succeed you will likely have to start from the bottom, gather experience, and work yourself up; after graduation your first job position will likely have administrative qualities to it.
Climbing the Ladder / Career Options

The human resources field does not have a strictly set business hierarchy; it is this lack of rigidness that makes this field ripe with opportunities for growth and constant mobility for those who are desirous of opportunities and change. (Feffer, 2016). This freedom allows HRM professionals to jump from large corporations, to small businesses, and back again, and even make a move to consulting – it is up to the individual and their goals. (Feffer, 2016).

Regardless of the lack of strict hierarchy, the field can follow a general progression of stages. As reported by Ruesink (2015) the following are the top human resources job each level:

- **Entry-level human resources professionals (0-2 years’ experience)**
  HR assistant; HR associate; HR representative (U.S. Department of Labor Bureau of Labor Statistics, 2016-17)
  These entry level positions report and assist higher-level HR positions; they gather and maintain employee personal information and records; they are the in charge of day-to-day employee managing; and help recruitment and training efforts. (Ruesink, 2015)

- **Mid-level human resources professionals (2-8 years’ experience)**

- **Senior-level human resources professionals (8+ years’ experience)**
  HR managers, such as Payroll Managers or Recruiting Managers (aka Staffing Managers); HR director, such as Labor Relations Directors (aka Employee Relations Managers); HR vice president (U.S. Department of Labor Bureau of Labor Statistics, 2016-17)
  Senior-level professionals manage teams of HR professionals and focus on employees providing competitive compensation and benefit packages; they are in charge of staffing issues; and they are strategically focused to developed organizational culture. (Ruesink, 2015).

Conclusion

Whether you’re a transfer student, working professional returning to college, or an incoming freshman, a career in HR specialists, such as Placement Specialists and Recruitment Specialists (aka Personnel Recruiters or “Head Hunters”); HR coordinator; and HR generalist (U.S. Department of Labor Bureau of Labor Statistics, 2016-17)
Mid-level professionals deal with employee relations issues; prepare and maintain employment records; and responsible for explaining and enforcing company policies and procedures, and governmental regulations, laws, and standards. (Ruesink, 2015)
Human Resources Management can offer a large variety of options. You can combine an interest in other fields with human resources. To find out more information about the Human Resources Management program at CSULA, make an appointment online or over the phone at (323) 343-2810 to speak with an advisor at the Student Services Center. The Student Services Center is located in Salazar Hall Room 256B. Also consider speaking to professors who teach HR courses, and sign up for a class in human resources to get acquainted with basic human resources concepts and the career opportunities within the human resources field. If you’re an individual who thrives on change, likes a challenging and dynamic field, enjoys motivating others and helping them develop professionally, while increasing value of a company through strategic management, then Human Resources is a career you should explore. Make sure to take advantage of the student business organizations on campus, and the resources offered at the Career Center and in the Student Services Center. Upon graduation, keep in mind that CSULA will continue to offer you resources as an alumnus. We wish you the best of luck in your academic and professional journey!
References


