

Human Resource Management Concentration

The Department of Management helps students become good decision makers and managers. If you are interested in a career related to helping companies in a variety of industries effectively manage their human capital, the Human Resource Management Concentration may be right for you.



What Do Human Resource Managers Do?

Human resource professionals operate in a dynamic and changing world, managing the organization's relationship with its employees. They develop and manage people, practices, and policies to ensure that they produce employee attitudes, skills, behaviors, and performance that companies need to achieve their strategic goals. They are commonly responsible for recruiting, hiring, on-boarding, training and developing, evaluating performance, compensating, providing benefits, counseling, and terminating employees. Human Resource Professionals are employed in every industry and are an essential partner in an organization's strategic vision for the future and for ensuring the right people are in place.

Common Characteristics and Skills of Successful Human Resource Management Students and Professionals

- Strong written and verbal communication skills
- Strong analytic and planning skills
- Highly organized and detail-oriented
- Persuasion and negotiation skills
- Tolerance for ambiguity
- Able to maintain confidentiality
- Empathy and compassion
- Flexible, alters approach based on audience characteristics
- Self-starter, works without close supervision, takes initiative
- Exercises ethical behavior at the highest level; employs good judgment; makes sound decisions
- Appreciates diversity and differences in people
- Works well with others and in team environments
- Effective in motivating and coaching others

Tips for Researching Human Resource Management Occupations

- Get involved with the student Society for HR MGT chapter
- Conduct an informational interview with an HR manager
- Shadow an HR manager for a day
- Search the web for job profiles and position descriptions
- Talk to alumni of the HR Management program
- Visit www.shrm.org, the Society for HR Management
- Attend a career fair; ask about the tasks of HR managers
- Take online assessment at the Career Management Center
- Visit a Career Counselor in the Career Management Center
- Know yourself and what type of work you enjoy

Online Resources

www.acinet.org

Potential Careers in Human Resource Management

- Compensation Analyst
- Employee Benefits Manager
- Employee Relations Manager
- Equal Employment Manager
- Health & Safety Manager
- Human Resource Assistant
- Human Resource Consultant
- HR Info Systems Manager
- HR Metrics Analyst Human Resource Manager
- International HR Manager
- Interviewer
- Job Analyst
- Labor Relations Specialist
- Negotiator
- Orientation Specialist
- Recruiter
- Selection Specialist
- Training/Development Specialist
- Wellness Program Administrator
- Workforce Planning Specialist





2,300+
Business majors



Human Resource (HRM) : 68 Students



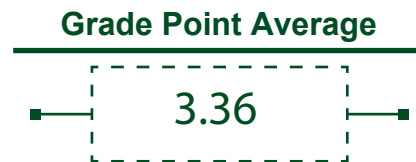
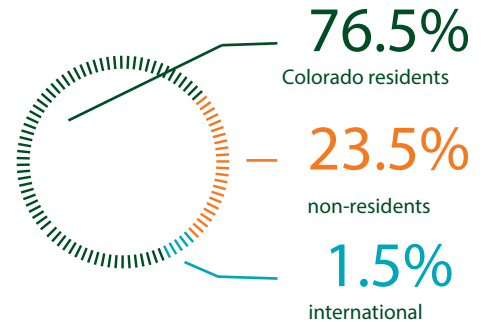
26.5%

First generation
(first in their family to earn
a bachelor's degree)



26.4%

Identify as racially or
ethnically diverse



Internship, Practicum, and Field Experience Rates

All Concentration Average: 63%

HRM 75%

Average Starting Salary¹

All Concentration Average: \$ 51,283

HRM \$ 47,554

Job/Education Offer Rates²

All Concentration Average: 93%

HRM 100%

¹ Average salary is based on full-time permanent employment.

² Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer within six months of graduation.

