WHAT CAN I DO WITH A MAJOR IN … HUMAN RESOURCES

OCCUPATIONAL OVERVIEW:
According to the Bureau of Labor Statistics (BLS) (2012), “Human Resources Specialists recruit, screen, interview, and place workers. They also may handle human resources work in a variety of other areas, such as employee relations, payroll and benefits, and training”. Human Resources Managers oversee the work of the HR Specialists and work with top management on strategic planning, including how the organization’s employees can contribute most efficiently to the success of the organization (BLS 2012). The UNM Anderson School of Management (ASM)(2013) website notes that “Human Resource Management covers a wide variety of tasks and functions within an organization, including recruiting and hiring employees, compensation and benefits, corporate policy, employee assistance and training. Within the field of Human Resource Management there is an endless list of possible jobs. Some of these include: recruiters, EEO officers, employer relations specialists, benefits managers, labor relations and training and development managers.”

EMPLOYMENT REQUIREMENT:
The ASM (2013) website states that, “Due to the variety of jobs within the human resource industry, the educational requirements can vary significantly. Today, most employers seeking to fill entry level positions look for college graduates with a Bachelor’s degree in Human Resources or personnel management. A Master’s degree is usually helpful when seeking top-level management positions.” Consult O*Net for more information on the specific KSAs (Knowledge, Skill, Ability) that are required for this career.

THE UNIVERSITY OF NEW MEXICO:
The Anderson School of Management at the University of New Mexico offers both a Bachelor’s and a Master’s degree in Business Administration with a concentration in Human Resource Management. For more information about these programs, please see the ASM (2013) website, which describes the Human Resources concentration as follows: “Effective utilization of employee capability is the focus of Human Resource Management. Evaluating the needs of an organization, finding people to fill those needs, and providing an optimum environment conducive to high levels of motivation and performance are all aspects of the HRM business function. Being current with the latest research, policies and thinking are integral to this concentration. Special attention is given to issues of diversity management and effective team development skills.”

INDUSTRIES & TARGET EMPLOYERS:
A variety of employers specifically recruit UNM students and alumni. Consult UNM’s Lobo Career Connection for a complete list of employers and current job postings. Speak with a Career Development Facilitator at the UNM Office of Career Services for help with identifying employers or additional resources for your occupation of choice.

SUGGESTED STRATEGIES:
• Gain professional experience in your area of interest through involvement in internships, student employment, Co-ops, and/or volunteer opportunities. Internship opportunities are listed on the Anderson Career Services website and are also sent out through the concentration list-servs.
• Shadow professionals in your field of interest to gain a better understanding of their occupation and to build relationships with professional mentors.
• Take advantage of the many networking opportunities sponsored by Anderson Career Services.
• Get involved on campus through student organizations and campus events. Find organizations and events at the Student Activities Center website.
• Attend career-related campus events such as career fairs, company information sessions, and or career workshops.
• Students who are interested in graduate school should maintain a high undergraduate GPA and develop relationships with faculty and community leaders.
• Speak with mentors and faculty about career opportunities.
• Additional information can be found on your department’s website, list-servs, newsletters, and social media sites.
STATE AND NATIONAL WAGES:
Adapted from Career One Stop 2013

HUMAN RESOURCES MANAGERS

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INFORMATIONAL WEBSITES:
Employers Resource Association
National Human Resources Association
Professionals in Human Resources Association
Society of Human Resource Management


REFERENCES:

