

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.

Average Salary & Trajectory*

Source: Job Search Tech

Entry-Level

\$85,000 annually

- HR Specialist
- HR Assistant/Coordinator
- HR Management Analyst
- Compensation Analyst
- Talent Management Coordinator
- Payroll Assistant

Mid-Level

\$106,000 annually

- HR Supervisor
- HR Generalist
- Compensation Manager
- General and Operations Manager
- Labor Relations Specialist
- Employee Relations Manager

Senior-Level

\$160,000 annually

- HR Director
- Benefits Manager
- Chief Operations
- Agent and Business Manager
- Chief Executives
- Director of HR Compliance and Risk

Learn More With O*Net

Visit O*Net Online to explore the sample roles in entertainment and hospitality. 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
- Compensation
- Employee
- HRIS

Roles:

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

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Skills/Experience Suggested:

- Passion for customer service and client satisfaction
- Knowledge of business, HR practices, and the organization
- Effective communication
- Interpersonal skills
- Listening skills
- Critical and strategic thinking
- Service-oriented mindset
- Understanding confidentiality and discretion
- Cultural competency and teamwork in diverse settings
- Adaptability and professionalism

Advanced Degrees:

- MS in Human Resources Management
- MBA in Human Resources Management
- MBA in Organizational Development
- PhD in Human Resources

Professional Certifications:

- Associate Professional in Human Resources (APHR)
- Professional in Human Resources (PHR)
- Senior Professional in Human Resources (SPHR)
- Society for Human Resources 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
- Business Inter-Club Council (BICC)
- Center for Leadership

Industry Research & Tools:

- SHRM.ORG
- [Bureau Of Labor Statistics](http://BureauOfLaborStatistics.gov)
- What Can I Do with This Major– accessible through Titan Connect - – Login with your CSUF email
- fullerton.vault.com -Login with your CSUF email

Job & Internship Search Sites:

- Entertainmentcareers.net
- Indeed.com
- LinkedIn.com
- [Handshake](http://Handshake.com)
- [Titan Connection](http://TitanConnection.com)
- [Handshake](http://Handshake.com)
- Glassdoor.com

Employers Hiring CSUF Business Graduates:

