

What can I do with a degree in Human Resource Management?

Human Resource Management.



Career planning: what do I need to know?

Knowledge of yourself is important for career decision making. Start by looking at your personal goals, abilities, values and interests to explore study and career options that are relevant to you. Some of these may change over time, so it is important to self-reflect and evaluate your career on an ongoing basis.

What do employers look for?

Many employers look for generic skills such as communication, customer-focus, bicultural competence, cultural awareness and teamwork. With technology and globalisation changing the nature of society, skills such as resilience, problem solving and adaptability are valuable at work as well as in life.

How can I develop these skills?

- Some skills are developed through your degree
- Extra-curricular activities can help, for example getting involved in clubs, mentoring, cultural groups, part-time work or volunteering
- Be open to professional and personal development opportunities. Whether it is undertaking an internship, study abroad, skills seminar, or joining an industry group – these activities will enhance your employability.

What else should I know?

The career options in this brochure are examples only and the list is not exhaustive. Some careers may require further study beyond a first degree or additional work experience. Some pathways and degrees have a recommended school background. Find more subject details at www.canterbury.ac.nz/subjects/humanresourcemanagement

If this brochure does not answer your questions, talking to an expert such as a career consultant can help you to identify the next steps in your career decision making journey.

www.canterbury.ac.nz/careers

What is Human Resource Management?

If you are interested in people-related topics and learning about organisations, then Human Resource Management may well be the major for you.

Human Resource Management (HRM) is the science of attracting, developing and managing staff, to create high-performing workplaces where people want to give their best.

Topics such as leadership, managing change, employment law, and learning and development are all part of HRM.



AT A GLANCE

21%

increase in the number of high performing employees can be expected by an organisation that supports employees with their life experiences/work life balance*

74%

of employees expect their employer to become more actively involved in the cultural debates of the day*

2.2%

growth in employment of human resource and training professionals expected by 2023**

What skills have UC graduates gained?

Through their HRM degree, graduates develop a valuable set of transferable skills that include:

- Understanding human motivation and performance
- Diagnosing and addressing organisational challenges
- Logical thinking and problem solving
- Interpretive and analytical thinking
- Applying knowledge
- Strategic planning
- Knowledge of business functions
- Understanding and improving organisational functioning
- Interpersonal skills
- Oral and written communication.

Real-world learning

HRM has an applied focus, and students work on assignments linked with real-world business challenges. They can also spend time on internships in a range of key businesses throughout Waitaha Canterbury. These experiences deepen your skills and working knowledge, your awareness of others, and work-readiness.

Where have UC graduates been employed?

Our graduates are found in every kind of organisation in Aotearoa New Zealand.

- State-owned enterprises and large organisations in the private and public sector are the main employers of our graduates
- Many graduates are hired initially through graduate development programmes before moving into specific human resource roles
- Most graduates will begin in HR administrator positions before quickly moving on to more senior roles such as HR advisors, HR managers or senior leadership roles
- After gaining experience, graduates can move into consultant roles
- HRM graduates can also move into general management, particularly those with postgraduate degrees
- Graduates with HRM knowledge and skills often go into other people and business-related careers such as marketing, account management, sales, business development, e-commerce, partnerships and customer service

* www.gartner.com

** MBIE Occupational Outlook

What jobs and activities do graduates do?

HR professionals can work in generalist roles, where they are responsible for a wide range of HR functions, or they can specialise in areas such as: recruitment, performance or talent management, remuneration and rewards, learning and development, coaching, and organisational change. HRM graduates have many diverse career options because of their understanding of people and organisational performance.

Note: Some of the jobs listed may require postgraduate study. See the 'Further study' section.

What job titles do Human Resource Management graduates have?

HRM-related jobs

- Strategic business partner
- Human resources advisor
- Human resources analyst
- Human resource manager
- People and performance manager
- Human resources administrator
- Recruitment advisor / specialist
- Recruitment consultant
- Organisation development manager / consultant
- Health and safety manager
- Remuneration specialist
- Learning and development manager
- Learning and development consultant.

Jobs that value and utilise an HRM graduate's skills include:

- Account manager
- Sales executive
- Contact centre consultant
- Marketing manager
- Marketing analyst
- Project manager
- Logistics coordinator
- Quality assurance manager
- Customer service specialist.

For specific job profiles go to www.careers.govt.nz or www.prospects.ac.uk

What activities could be part of these jobs?

- HR practitioners can perform HR functions themselves, or act as specialists who coach and support line managers in a variety of areas

- Developing workplace policies and procedures
- Identifying and planning for talent requirements in the short and long-term
- Managing the recruitment of new staff and retaining talent
- Managing contracts and legal compliance
- Resolving conflicts and work-related problems of employees and employers
- Ensuring safe and healthy workplaces
- Creating systems to link people management practices with their business strategy
- Developing remuneration, reward and benefit packages
- Creating organisational cultures of performance, teamwork and learning
- Identifying training needs and fostering organisational learning and innovation.

Entrepreneur & self-employment

Entrepreneurship and innovation are an increasing part of the working landscape. Through generating a business idea, or getting involved in a start-up/business venture, you have the potential to create a work opportunity that aligns with your knowledge, skills, values and risk profile. To get started on how to establish, run and grow a new business, go to Te Pokapū Rakahinonga, Centre for Entrepreneurship at the University of Canterbury www.canterbury.ac.nz/uce

What professional organisations can I engage with?

The HRM programme at UC aligns closely with the competencies required for becoming a professional HR practitioner with the Human Resources Institute of New Zealand (HRNZ). Students are linked with the local HRINZ branch activities, as well as the HRINZ student ambassador programme.

- Human Resources Institute of New Zealand www.hrnz.org.nz
- New Zealand Institute of Management www.nzim.co.nz
- New Zealand Association for Training and Development www.nzatd.org
- Recruitment and Consulting Services Association Australia and New Zealand www.rcsa.com.au

Having a professional presence on social media networks such as www.linkedin.com and Facebook can help you to keep up to date with important industry developments and trends, networking opportunities, events and job vacancies. Following relevant professional bodies, organisations, companies and thought leaders is a great way to gain a deeper awareness of the industries that interest you. Social media presents an opportunity to build and enhance networks as well as to display your involvement in projects and any academic successes.

Why do further study and what are my options?

Postgraduate study can facilitate career benefits such as specialist skills, entry into a specific occupation, higher starting salary, and advanced research capability. It is important to determine which, if any, further study will help you.

HRM graduates can prepare themselves for different careers by completing a graduate or postgraduate qualification in, for example, Applied Psychology, Applied Data Science, Business Information Systems, Business Management, Marketing and more. For UC listings and prerequisites visit www.canterbury.ac.nz/courses



Useful links

- Te Rōpū Rapuara UC Careers www.canterbury.ac.nz/careers
- Careers New Zealand www.careers.govt.nz
- Te Pokapū Rakahinonga UC Centre for Entrepreneurship www.canterbury.ac.nz/uce

Hayley



Ngāi Tahu
Bachelor of Commerce in Human Resource Management, Strategy and Entrepreneurship, and Management Branch Business Support, Cold Storage Nelson Ltd

What does your job involve?

I support our branches around New Zealand to meet our business objectives, manage projects within the business and implement new processes and practices.

What is great about it?

I travel to our branches around New Zealand and get to create meaningful work that will have an impact on our business every day.

How has your study prepared you for work?

I have well-developed communication skills and report-writing skills. My degree has given me so much knowledge about all aspects of a business so I can serve my company in any way they would like me to, as I have received such a well-rounded education.

I would never have the amazing enjoyable job I have now without the world-class education UC provided me, I wasn't ready to leave but working life is pretty fun!

Any advice for new students?

Read as much about business in New Zealand and overseas as you can, it will help you so much when you get further through your degree, as you can draw on so many examples for assignments and to help you with your own understanding.

What are your career goals?

I hope to design standardised training materials and systems and work as a consultant rolling these out.

Read more online

Read more stories about our students' university experiences online. UC alumni make a difference in varied ways around the globe. To find out where graduates are now visit www.canterbury.ac.nz/getstarted/whyuc/student-profiles

The information in this brochure was correct at the time of print but is subject to change.

More information

UC students seeking study advice.

Department of Management, Marketing and Entrepreneurship

The Department is one of the leading business departments in Aotearoa New Zealand.

The variety of subject areas allows for an interdisciplinary approach to business education. Our expert staff teach courses dealing with the fundamental ideas of a subject area – our aim is to give students the concepts which they can apply in different situations and industries.

P: +64 3 369 3888

E: studybusiness@canterbury.ac.nz

www.canterbury.ac.nz/business/departments/department-of-management-marketing-and-entrepreneurship

Anyone seeking careers advice.

Te Rōpū Rapuara | UC Careers

UC offers intending and current students and recent graduates a wide range of services, including individual career guidance, seminars, career resources and student and graduate employment opportunities.

T: +64 3 369 0303

E: careers@canterbury.ac.nz

www.canterbury.ac.nz/careers

Prospective students seeking study advice.

Te Rōpū Takawaenga | Student Liaison

The liaison team provide advice to future students who are starting their degree for the first time.

They can assist with information on degrees, scholarships, accommodation, and other aspects of university life. We have offices in Christchurch, Auckland and Wellington.

Ōtautahi | Christchurch

T: 0800 VARSITY (0800 827 748)

E: liaison@canterbury.ac.nz

Tāmaki Makaurau | Auckland

T: 0800 UCAUCK

E: auckland@canterbury.ac.nz

Te Whanganui-a-Tara | Wellington

T: 0800 VARSITY (0800 827 748)

E: wellington@canterbury.ac.nz

www.canterbury.ac.nz/liaison

