

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

Human Resource Management.



What is Human Resource Management?

Human Resource Management (HRM) is the science of attracting, developing and managing staff, and creating a workplace culture where people are safe, engaged, and want to give their best. The HRM function in organisations is often referred to as People and Culture.

HRM strives to create fair, inclusive, and optimal workplaces by balancing the needs and goals of employees with those of the organisation.

At the heart of HRM is connecting with people, focusing on the employee experience, supporting talent, and adhering to laws, while aligning policies with the organisation's values and goals.

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

If you are interested in people-related topics and learning about organisations, Human Resource Management could be the career for you..

Learn more

It is important to do some research when planning for your future career. Speak with, ask questions of, and follow relevant professional bodies, organisations, companies, thought leaders and industry professionals.

This will help you learn about career options, work environments, education and training requirements, and salary information.

Examples of professional bodies

- 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 <https://nzatd.org.nz>
- Australian HR Institute www.ahri.com.au
- Recruitment and Consulting Services Association Australia and New Zealand www.rcsa.com.au

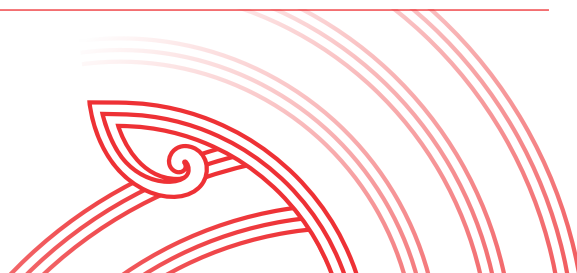
Career and study information

Some study pathways and degrees have a recommended school background, and some careers may require further study beyond a first degree or additional experience.

Gather information from:

- Human Resource Management study details www.canterbury.ac.nz/study/academic-study/subjects/human-resource-management
- Job profiles on career websites like www.careers.govt.nz
- Job adverts/vacancy descriptions
- Industry professional bodies.

This resource is part of a set of brochures focused on subject majors; many can also be studied as minors.





What skills can graduates gain?

Through studying a degree in HRM, graduates develop a valuable set of transferable skills that can include:

- Knowledge of business functions
- Diagnosing and addressing organisational challenges to improve functioning
- Understanding human motivation and performance
- Strategic planning
- Logical thinking and problem solving
- Interpretive and analytical thinking
- Interpersonal skills
- Oral and written communication
- Collaboration and teamwork
- Planning and organisation
- Resilience and adaptability.

Applied learning

HRM has an applied focus where assignments are linked with real-world business challenges. Work integrated learning opportunities such as consulting projects, client projects and internships with potential employers are available. These experiences deepen your skills and working knowledge, your awareness of others, and work-readiness.

What do employers look for?

Many employers look for generic skills such as communication, client/customer-focus, bicultural competence, cultural awareness, teamwork, and initiative.

With technology, globalisation, and other drivers changing society, skills such as resilience, problem solving, and adaptability is important.

Skills that are likely to grow in importance include analytical and creative thinking, systems thinking, and technological literacy.*

*World Economic Forum www.weforum.org/agenda/2023/05/future-of-jobs-2023-skills

How can these skills be developed?

- Some skills are gained through studying
- Extra-curricular activities can help, such as getting involved in clubs, mentoring, cultural groups, part-time work or volunteering
- Be open to professional and personal development opportunities, whether it is undertaking work experience, overseas exchange, skills seminar, or joining an industry group.

Where have graduates been employed?

HRM graduates are found in every kind of organisation in Aotearoa New Zealand; state-owned enterprises and large organisations in the private and public sectors.

Graduates are employed in HR coordinator roles before moving on to more senior roles such as HR advisors, HR managers or senior leadership roles. Graduates can be initially hired through graduate development programmes before moving into specific human resource 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.

What jobs and activities might graduates do?

HRM graduates have many diverse career options because of their understanding of people and organisational performance – see some examples below.

Note: This list is not exhaustive, and some jobs may require further study, training or experience. It is recommended to start with the section 'How can I gain a sense of career direction?'

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:

- Talent acquisition and development
- Employee relations and engagement
- Learning and development
- Compensation and compliance
- Remuneration and rewards
- Safety and wellbeing
- Strategic HR management, including organisational change.

HRM job titles

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

What activities can 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.

Examples of other sectors and careers that value and utilise an HRM graduate's transferable skills include:

- Business e.g. administrator, business support executive, sales executive, quality assurance manager, account manager, business consultant, marketing assistant / analyst, project manager[KB4]
- Community / charities e.g. employment advocate, and fundraising and communications coordinator
- Finance, property, and insurance e.g. insurance consultant, and investor relations
- Government, law, and safety e.g. immigration officer, and incident recovery coordinator
- Retail trade and services e.g. contact centre consultant, customer experience representative / service specialist
- Transport and logistics e.g. logistics coordinator.

Further study options

HRM graduates can prepare themselves for different careers by completing a graduate or postgraduate qualification in, for example, Psychology, Applied Data Science, Management, Marketing, Business Information Systems and more.

Postgraduate study may facilitate career benefits such as specialist skills, entry into a specific occupation, higher starting salary, faster progression rate, and advanced research capability.

It is important to determine which, if any, further study will help you in your future career.

For further UC study options visit:

www.canterbury.ac.nz/study/academic-study

How can I gain a sense of career direction?

Understanding yourself and others is important to gain a sense of direction. This grows with experience; therefore, trying new things and reflecting on an ongoing basis is important.

Career planning checklist

Discover and reflect on:

- Your values, interests, strengths, abilities, and aspirations
- Your connection to whānau, people, and places
- Lifestyle preferences and location
- The skills you want to gain, use, or enhance

Engage in a variety of experiences to learn about:

- How you want to contribute to society, the environment, and global challenges
- The tasks, responsibilities and work environments you prefer
- Your work values, priorities and interests

Learn more and gather career and study information

(refer to page one of this resource)

- Speak with people working in careers that interest you; check the realities of a job/career
- Gather information from various sources

Identify your next steps

- Talking to a career consultant can help you to identify your next steps. Visit: www.canterbury.ac.nz/life/jobs-and-careers



What have other students and graduates done?

Explore career stories of students' university experiences and UC alumni who make a difference globally in varied ways.

Visit: www.canterbury.ac.nz/about-uc/why-uc/our-students/student-stories



Hayley

Ngāi Tahu

Branch Business Support, Cold Storage Nelson Ltd

Bachelor of Commerce in Human Resource Management, Strategy and Entrepreneurship, and Management

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.

What else should I know? Where can I seek help?

The value of experiences

Learn what experiences graduates attribute to helping them transition into work:

www.canterbury.ac.nz/life/jobs-and-careers/graduate-destinations

Effective job search strategies

- Speaking with employers is key to finding opportunities; not all jobs are advertised.
- Developing an online presence is useful as employers can approach you online.
- Learning about recruitment patterns and where to find opportunities is important.

Need careers advice?

Career guidance services are available for intending and current students, and recent graduates. Contact:

Te Rōpū Rapuara | Careers

T: +64 3 369 0303

E: careers@canterbury.ac.nz

www.canterbury.ac.nz/life/jobs-and-careers

Need study advice?

Student Advisors help you with any questions you have about starting, planning and changing your studies. Visit:

www.canterbury.ac.nz/study/study-support-info/study-support

• If you are considering UC contact:

The Future Students team

T: 0800 VARSITY (0800 827 748)

E: futurestudents@canterbury.ac.nz

• If you are a current UC student contact:

Kaitoko | First Year Student Advisors

T: +64 3 369 0409

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Te Kura Umanga | UC Business School

T: +64 3 369 3888

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www.canterbury.ac.nz/study/academic-study/business

