

A human resource manager dealings

[Profession](#), [Manager](#)



Human resources management deals with the theories, concepts, and practices that enable organizations to attract and retain employees. Human resource managers are responsible for designing effective compensation systems. They must be aware of the most recent laws and regulations governing what managers can and cannot do, and they must apply nondiscriminatory recruiting, selection, promotion, and pay standards.

New and important developments in advanced industrial societies have created additional challenges in human resource management, resulting in increased opportunities in such areas as personnel management, labor relations, labor and employment law, and compensation and employee benefits. Another of the business fields most important areas is finance. Finance is the study of how individuals and organizations make decisions about short-term and long-term investments and how these investments are financed. This major teaches theoretical and practical aspects of financial management.

The general aspect is to explain how financial techniques can solve some of societies most important problems. Human resource management and finance our main aspects in the educational field of business, hat cannot be disregarded in a business society. I chose the profession of a human resource manager so I could basically have control in what I do in the business type atmosphere. This profession has many different departments in a business and the managers of those departments have a lot of control in how they run their departments.

These departments consist of employee relations, organizational development, compensation, benefits, labor relations, and functions management also known as a generalist. All the managers of these departments in a corporation are very well paid. I become more anxious to start working in this business field as I keep learning. Money has played a major role in my decision to choose this profession. The salaries all depend upon the company. For example in the division of organizational development the starting salary is 52, 000 dollars out of college.

After three years it is 82, 000 dollars. Four more years it is more than 120, 000 dollars. This was a major influence in the decision of making human resource management a career choice. In the career of business no matter what your major is the concept or center that the business world revolves around is the act of dealing with money. After careful studying of these career paths and choices I have come to the conclusion that money makes all the difference in the world.

At the salary rate and employee benefits of the profession makes this job one that can last a full Although it requires a lot of hard work the profession of being a human resource manager is one that leaves great financial standing to support a family and good retirement funds. The idea of having money is not all about having it for yourself. Many people who criticize others for looking for a career with good financial standing assume that person wants money for themselves. Many people use money as an influence for choosing their careers are thinking about their future which hopes to consist of a family.

This is my motive, I want my family, just like everyone else to live life better than I did so I can show that hard work pays off. Selfishness has nothing to do with anything, the future has everything to do with it. I really want this career to last for me as long as it can. The more financial support that I have as a result of being in this field is for the better to I really felt no pressure in choosing this career, I made this choice on my own and I choose to stick with it. I did not feel any pressure to attend college I knew I had to go to college mainly because of influence of the society I grew up in.

My parents are both equally successful in the way that they are both bosses in their career. This is what I use as my motivation in order to succeed just like both of them. It actually makes me push harder because of the fact that they had to deal with life a lot worse than I had to. I might feel pressure to succeed but never did I know from the beginning, as soon as I was able to talk, The negative aspect in being a human resource manager is the worst feeling in any profession.

The act of telling someone that has a wife and children that they are not needed not because of their work performance but because of the cutbacks of major corporations and businesses is something that hurts your conscience. This is something that does not only effect the employee but it effects the employer. I am going to work to change this aspect in the job.

My philosophy on this subject is going to be no termination of a job unless it is absolutely necessary. My goal as long as I am in this profession is not to fire a single worker.

I feel when people are secure of their jobs they work faster, work harder, and work better. Even though this might be far fetched I will try to complete this goal for as long as I can. Even though this is not something that I look forward to doing, I know it is something that comes with the territory. I chose this career path based on the business class I took in high school. We went through one chapter based on this profession. This is the only chapter in the business book that I actually ended up reading. This is the point when I knew what I was going to do in my life.

This decision effected many aspects of my high school life. For example, this decision helped me choose what colleges I wanted to go to. If the school did not have human resource management in a list with all of their business degrees than I did not even seem interested to the slightest degree. After careful research in salary and job potential along with benefits I knew that I was going to choose this career based on one business class my junior year in high school. The profession of a human resource manager has many divisions.

The top executive and managerial positions have to be occupied with someone with a college degree. However there are positions that go under specialist divisions that get paid good money to do minor human resource jobs such as being in payroll or other small departments. There are a lot of specific aspects that are all gone over in college courses. For example, if you work for a company based on finance you need to know all the principles of that subject that is learned in a business college course. This is not something you learn unless you spend many years on the same aspect.

In an interview with Mike Sauter, a human resource manager for Duracell in Indianapolis, there was one main subject of the interview centered in one question. What are the physical, mental, and emotional stability" s it takes to

Brandon: What made you choose the business field as your major? Mike: In college it was the first thing that caught my attention out of all the majors that my school provided, it was the field that I was positive I could do.

Brandon: Did anyone influence you to choose this field? Mike: No, I kind of just decided on my own my freshman year. Brandon: Where did you go to college?

Mike: I attended the university of Indiana (Bloomington). Brandon: Did you know the percentages of those who graduated in this field? Mike: I think around 85 percent of the class graduated out of the school of business.

Brandon: Did the remaining 15 percent drop out or fail in this field? Mike: I am not sure but I would guess that the majority of those who did not get a degree Brandon: What do you think is the biggest challenge one faces going into this field? Mike: Probably the biggest challenge one faces is trying to be the best in your field. If you are the best then you have the concentration and motivation to succeed.

Many people think the biggest challenge is getting hired, but if you are the best then the jobs basically Brandon: What sacrifices does one have to make in order to succeed in this field? Mike: There are so many but, the most influential are the social sacrifices one has to make. You cannot go to every party, you sometimes have to even miss physical workouts, also if your in a relationship you have to separate and sacrifice time or it" s not going to

Brandon: What are the best options for those with double majors? Mike: Well, the advantage to having a double major is there are double your chances of having better job opportunities and offers.

The disadvantage is all the work. Brandon: If you could change majors, would you choose another field? Mike: Not a chance, I just feel like I know this field to well. Brandon: What do you think is the biggest aspect one needs to know going into this Mike: The biggest aspect is just simply knowing what you want to do and know that you Brandon: What benefits come out of the field of business? Mike: It all depends on the company. Benefits can have many different ranges such as dental plans up to medical benefits. My job is to decide what would best help the Brandon: What are the ranges of salaries for a human resource manager?

Mike: The range of salaries depends on how many employees you have. If you have thousands of employees, than you could make up to 90 to 120 thousand dollars a year. Brandon: What are the ranges of salaries for a person in finance? Mike: I am not to sure about someone in finance but, I would guess that their salaries could range up in the high thousands.

Brandon: Where did you spend your internship? Mike: I actually spent my internship at Walmart, doing stuff like payroll and attendance, Brandon: What are the starting salaries like for a human resource manager?

Mike: It all depends on the type of position you are in. You could be just coming out of college and finishing your internship and still have over a thousand employees under you. Brandon: Are you satisfied with your salary?

Mike: I am very satisfied, I feel that all my hard work paid off and deserving.

Brandon: Why did you choose to become a human resource manager? Mike: When I was looking through the tasks in business I felt like I knew this area already, and it was so familiar that I knew I could succeed. Brandon: How much time of your job do you spend yearly? Mike: I spend over 11 months.

This is a profession that requires daily attendance, and I must be the person who sets good examples for the other workers. Brandon: Is this a job that requires a lot of overtime work? Mike: It doesn't require a lot but, on any given day you can work about one or two hours. Brandon: What is the biggest task for a human resource manager? Mike: The hardest thing in this field is after getting to know and trust an employee, telling that same person that they are no longer needed in this business. After that you realize that these people have families to feed also but, there is nothing more you can do.

It is the hardest thing I ever had to do but, it is the path I chose. Brandon: What are the physical, mental, and emotional stability" s does it take to Mike: The physical part is to be able to get up every morning and expect something different every time you put a suit on to go to work, and being able to handle it. The mental part is believing in your self enough to know that you can be the best, and make a difference in the work place. The emotional part is trusting the people you work with and hoping that we as a team can help each other succeed.

I have a very positive opinion of college it seems to be everything I expected. I am taking time to get use to Indiana but I am still having fun while doing it. The time I spend at Ball State University has all been worth it and I do not really plan on leaving to transfer to another school anytime

soon. Being at a university like this one is everything I expected since I first visited almost nothing has changed. I knew I was going to choose this school as one of my top choices when I saw it had my major. I made my final decision when I came to visit.

The main challenge that faces me now is getting through all the hard courses, and pressures that come with graduating from college. Other these obstacles I think I should be better than fine. Whatever is ahead of me, whatever size problem it seems to be, I know I will be ready for it. Before I get through with a degree in human resource management I need to get use to and practice with this career. I will be working at the Washington Wizards arena the MCI Center. This should be an excellent experience for me mainly because I can decide whether or not I want to be doing this for the rest of my life.

This is great timing because I can change career paths if I do not like this type of career. I will be working under someone whose position I will hopefully be in after I graduate college. I will be doing work that employees that do not have a college degree such as handling payroll for example. The main difference between training for a career and pursuing an education is being well skilled in either one subject or in all subjects of a profession. The act of being trained or a job and not going to college has both advantages and disadvantages.

The advantages are that you get money faster and you do not have to waste time and money on a college education when you can be working the next day. The disadvantages are that without a college education your job can be

replaced easier with someone who was taught the same job but more thoroughly, and with a college education it is easier to get a job with a higher

" Under the general direction of the CEO and COO, this position creates and implements Human Resources programs including, but not limited to, recruitment, employee evelopment, compensation and benefits, management development, employee training and employee relations (www. hrm. org)."

After the interview Mr. Sauter wished me luck and surely let me know what was ahead and the problems I had to deal with. I realized that being a human resource manager is hard work mentally, physically, and emotionally. However, I also realized that facing problems and obstacles is what life is all about and I am going to have to handle it at one time or another. I also realized that for me it is now do or die and I must confront all challenges to the best of my ability.