

# Change in my career or major

Business, Human Resources



The paper "Change in Career or Major" is an outstanding example of a personal statement on human resources. I would like to change my career major from management to Human Resources, HR. My career change/transition objective is professional and capable administrator seeking a management position that will effectively utilize my strong communication skills as well as the proven ability to build robust relationships in selecting highly qualified employees for the organization in the fast-paced work environment. Committed and hardworking career change highly eager to make a positive contribution to my company's personnel experience. I am a high-energy and highly motivated self-starter eager for a career in HR and fully committed to proving myself in a new career. I would like to have this career change so as to be in a position to hire highly skilled and qualified employees for the organization. This will greatly help in increasing the productivity of the workers which in turn will increase the quality of the products and services of the organization. High-quality goods and services will attract more customers thus increasing the profit margins for the company. This change will add value in my career in that I will be able to fully use my proven and excellent planning and organizational skills and well-developed listening and communication skills in achieving the challenging goals of the organization. This will increase my motivation, dedication, and commitment because it will bring me self fulfillment. In addition, it will help me develop career-wise and rise up the ladder. I will be able to consistently achieve high work standards as well as company objectives due to my attention to detail.

There are a number of personal challenges to achieving my career change

objective. Firstly, I am an introvert and I really find it hard to interact with others in my workplace as well as individuals who are related to my profession. One needs to interact and have a good relationship with their coworkers if they need to enhance or know their product knowledge or general knowledge regarding their job. Unfortunately, I am not good at that and that is not good for both my short term and long term career goals. I may not be able to fully interact with individuals in the hierarchy who often holds valuable information not generally shared or talked about in a board room meeting (Griffin, 120). I think I will have apprehensions while talking or interacting with such people because of their place or their post in the hierarchy. This inability to take chances will hinder me in enhancing my career to meet my career goals. However, I intend to show my dedication as well as earnestness to the individuals who really matter. I also intend to take on work that is really out of my job description but in the human resource department to interact with many people. This kind of volunteering will greatly help me to be seen or recognized as a doer of jobs because in crunch situations what normally matters is the fact that the job is done and by whom. I also intend to know all about the job so as to be able to pinpoint the most appropriate employees for the organization.

The greatest organizational challenge could be the organization's structure (Griffin, 189). Some organizations are very stiff as well as bureaucratic and may not support such changes. Others may suffer from the lack of organization structure and may, in turn, emphasize procedures, policies, and rules. Such organizations are not able to bring out the best in their employees. Some organizations fail to provide appropriate and conducive

work environment to employee well-being. a work environment that is not comfortable makes employees less productive and cannot initiate a viable and productive change to the organization.

In order to effectively manage the change, the organization should be open, clear, honest, accessible and positive in communicating before and after the changes have been made. They also need to recognize or celebrate good work done under the old system. They should clearly share the details for the change. Also, they need to support the employees in managing the fear resulting from the change (Griffin, 120).

The achievement of the objective has a number of benefits or values to the organization. First, the organization will have happy and fully satisfied employees who are continuously dedicated to the realization of the organizational goals. Secondly, it will result in increased productivity which in turn will increase the profitability of the organization. Thirdly, the organization will have highly satisfied and loyal customers due to high-quality products and services.

The benefit will be measured in a number of ways. First, it will be measured in terms of the increase in the productivity of the organization. For instance, highly qualified and experienced employees result in an increase in productivity. That increase in productivity will be the value for the change (Griffin, 117). Secondly, it will be measured in terms of how satisfied the customers are with the resultant goods and services.

Firstly, I will sustain the change or transition by celebrating successes along the way instead of waiting for the final outcomes. This strategy will help in keeping the focus on the realization or achievement of the results of the

change in the short term and in the long term. Secondly, I will reinforce such desired behaviors by making sure the reward and performance management systems support such desired behaviors in the organization (Griffin, 120).