Human Resources Management

About this area of study

There is a strong demand from employers, human resource practitioners and the Australian Human Resources Institute, for degree-level education in human resource management. Graduates may obtain employment as HR generalists or in many of the specialist areas of human resource management including training and development, industrial relations, or occupational health and safety.

Changes in legislation governing work arrangements, generational challenges for employment and the move to bring HR/recruitment back in-house are topical issues that make HR an exciting and developing area. Diversity management, the global structure of organisations and change management provides new opportunities the field.

The ultimate role of the Human Resources professional is to assist the business to achieve their objectives. The practitioner can provide this support in a myriad of ways and these responsibilities may include:

- recruitment and selection
- performance management
- remuneration and benefit
- equal employment opportunity
- hr information systems and administration
- training and development
- industrial relations
- occupational health & safety

Many students studying Human Resources Management (HRM) are preparing for careers as Human Resources professionals. If possible, these students would include Finance units covering Taxation, Law units addressing Employment and Contract Law, and Organisational Behaviour units such as Psychology, Sociology and Economics. Students should endeavour to secure work experience whilst studying as this provides you with excellent skill development and employers value graduates demonstrating flexibility, a solid work ethic and the ability to communicate with a variety of people.

For others it's a valuable component of a broad business education. Students from a variety of other disciplines, eg Psychology or Exercise Science, often include some Human Resources Management studies in their degrees. Many programs at Deakin University offer the flexibility to select some HRM units as electives, or even to complete a major sequence in HRM.

Courses offered by Deakin University include

- Bachelor of Commerce

- Bachelor of Management
- Bachelor of Business Information Systems
- Bachelor of Management (Tourism)

Labour market information

Grads online has information regarding graduate salaries and where graduates go after completing their course www.gradsonline.com.au

Job Outlook has information about the labour market outlook http://joboutlook.gov.au

Related occupations

- Industrial advocate
- Industrial relations officer
- Personnel officer and consultant
- Trade union official
- Training and development officer
- Workforce planning analyst
- Organisational improvement
- Recruitment consultant

An industry career profile, salary and other employment information can be obtained from the My Future website www.myfuture.edu.au

Descriptions of occupations can be found at The Job Guide www.jobguide.thegoodguides.com.au

Employers

Roles in Human Resource Management are usually based within medium – large organisations, however the opportunities are limitless as graduates are not restricted to employers within a particular industry or sector. Graduates may be employed in state or federal government departments or their agencies, banks, hospitals, multi-national organisations, universities or recruitment consultancies.

For specific employment opportunities visit the following sites

Deakin University Jobshop www.deakin.edu.au/jobshop

Graduate Opportunities www.graduateopportunities.com

Uni Grad www.unigrad.com.au

Seek www.seek.com.au

My Career www.mycareer.com.au

Career One www.careerone.com.au

Professional associations

Australian Human Resources Institute www.ahri.com.au

Australian Institute of Training and Development www.aitd.com.au

Australian Institute of Management www.aim.com.au

Recruitment and Consulting Services Association www.rcsa.com.au

Career Development Association of Australia www.cdaa.org.au

Industrial Relations Society of Australia www.irsa.asn.au