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WELCOME!

Human Resource Management

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Session Overview

- Introduction
- What is Human Resource Management?
- Why is this area of study increasingly important in today's business environment?
- The FGCU HRM program goals and courses.
- FGCU's student organization in HRM
- Careers in Human Resource Management
- Questions and Answers

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What does an employee seek from an organization?

1. Job Challenge
   - Caring Culture
   - Security
   - Job Growth
   - Promotions
   - Empowerment
   - Interpersonal relations

2. Good pay
   - Benefits
   - Prestige
   - Respect
   - Social Responsibility
   - Honesty

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What does an organization seek in its employees?

1. Right Job Knowledge and Skills
   - Dedication
   - Motivation
   - Flexibility
   - Growth Potential
   - Ability to Adapt to Change
   - Good Quality

2. Ethics
   - Similar Values
   - Good Quantity
   - Problem Solving
   - Innovation / Creativity
   - Dependability
Human Resource Management

is the process of creating policies, procedures, and practices to achieve a mutual matching of both employee and organizational needs so that employees are satisfied and the organization can achieve strategic success.

Some View HRM as:

According to a worldwide survey of 1,500 CEOs . . . . HRM is now the second most important function for organizational success in this new century.

In an age where everyone has basically the same information at the same time, the advantage goes to firms who have employees who can create a competitive advantage.

Robert Goizueta, Former CEO, Coca-Cola Co.

Current Organizational Challenges Increasing the Importance of HRM

- High Levels of Global Competition
- An Increasingly Diverse Workforce
- Increased Governmental Regulations
- Rapid Technological Change
- Changing Values of workforce
- Consumer Demands for High Quality at Low Cost
In sum, to be competitive in today's business environment it is imperative that an organization has the most “effective” employees.

The HRM track at FGCU is designed to empower future Human Resource professionals with the expertise and knowledge required by today's CEOs and all successful organizations.

The FGCU HRM Program

*undergraduate*

- MAN 3301 Human Resource Management
- MAN 3320 Employee Staffing
- MAN 4330 Management of Compensation
- MAN 4402 Employee Laws and Regulations
MAN 3350 Training and Development
MAN 4129 Leadership Lab
MAN 3401 Labor-Management Relations
MAN 4491 Human Resource Mgt. Internship

37 FGCU- Society for Human Resource Management
   - Career development and job seeking assistance
   - Opportunity to learn from practicing HR professionals
   - Shadow days
   - Company visits
   - Networking
   - Social

38 Career Opportunities with a Human Resource Management Degree
   - HR Generalist
   - College Recruiter
   - Trainer
   - Compensation/Benefits Analyst
   - Safety Specialist
   - EEO Administrator
   - Consultant
   - Management Trainee

39 Pay for HR Professionals
   - Starting salaries for students entering the field range between the high-twenties to mid thirties.
   - The average salary for all HR professionals is in the mid-fifties.
   - Larger companies pay from 15 to over 30% more than smaller companies
   - Top HR executives make anywhere from 100 k to over 600 k in total compensation. Often the Senior HR executive is one of the top five highest paid professionals in the company.

40 Any questions?