



Human Resource Management Occupational Outlook

The human resources department of a business or corporations is responsible for hiring, firing, and career development of employees. Professional human resources managers take the steps to organise employee functions, ensure personnel and management standards are followed, adhere to national labour guidelines, and manage all staffing needs of the organisation. They may also be involved with developing compensation, personnel, and benefits policies.

An international business career is a valuable way to learn about different cultures, travel around the world, and develop business strategies that can be applied globally. Candidates with an international business qualification can choose a variety of positions with employers that have established companies and brands around the world.

Job Description and Responsibilities

After completing a human resource program, a prospective manager may also enrol in a company's own HR training program. HR training, or human resource training, provides managers with the skills and knowledge they need to:

- Working within a human resources department
- Create a cohesive human resources management team
- Understand staffing requirements of an organisation
- Screening applicants
- Recruit and select new employees
- Outline benefits and compensation
- Develop employee orientation programs
- Coordinate leadership and personnel development programs
- Engage in training and development functions
- Adhere to employee laws, regulations, and ensure compliance
- Improve employee morale and productivity

In order to stay competitive with-in the international marketplace, candidates are encouraged to encompass different languages and cultures. A broader perspective of this course allow candidates to understand cultural differences, globalisation of world markets, and adopt multicultural business etiquette. General responsibilities and types of jobs with an international business career include:

- Learning foreign languages and common business practices
- Adapting to cultural trends and international business procedures
- Understanding the history and trends of overseas markets
- Developing strong communication skills for a variety of people and markets
- Understanding social economic and political factors that affect business around the world

While the skill set varies depending on the specialisation of an international business career, the most common skills needed within the industry include:

- Strong communication and verbal skills
- Ability to adapt to be flexible with new cultures
- Ability to learn about foreign principles and procedures
- Travelling far from home for extended periods of time

Tel: 0044 7423211037

Email: info@londoncomputercollege.co.uk Website: www.londoncomputercollege.co.uk

Registered No: 3267009 (England)

- Understanding international finance, marketing, and business management
- Project management skills
- Understanding of cultural norms and taboos
- Developing marketing and advertising programs permissible in different areas of the world
- Leadership skills
- Critical thinking and analytical skills

Human Resources Management and Career Options

Common career options for those with a human resource qualification include positions as:

- Compensation Specialist
- Job Analyst
- Occupational Analyst
- Compensation Manager
- Employee Benefits Manager
- Employee Assistance Plan Manager
- Training and Development Manager
- Training Specialist
- Social Service Assistants
- Social Workers
- Public Relations Specialists
- Education Administrators
- Industrial Relations Manager
- Labour Relations Manager
- Staff Mediators or Conciliator
- International Human Resources Manager
- Human Resources Information System Specialist

While all of these positions can be obtained with an Advanced Diploma in Human Resource qualification, a long-term career in the field require human resources experience, ongoing human resource training, and additional education.

Career Potential and Employment Prospects

Job growth and a need for international human resources management may lead to a competitive job market. Employment prospects are especially attractive in consulting firms, financial institutions, management, and employment services that are looking for administration professionals.

Holders of Human Resource Management have three options for working abroad. They may be hired as an expatriate, where they will obtain a work visa and work with a UK company that has a presence in another country; they may work as an inpatriate where they are hired by another country and paid the local currency; or they may work as a third country national, were they are allowed to work in another country but are hired in their country of origin.

Salaries vary significantly depending on the type of firm, country of origin, and nature of the work involved. Those with Advanced Diploma have the most favourable opportunities for a lifelong career. Average annual earning for human resource management career is £36,000. This varies depending on the type of position, work experience, and educational qualification.