

# Human Resources Management

The Human Resources Management program provides the academic foundation for careers focused on the acquisition, development and effective utilization of the human resources of an individual organization and the economic system as a whole. This area of study provides a broad background that prepares graduates for the opportunities and significant challenges of human resource management, including legal issues in employment, recruitment and staffing, training, management and employee development, employment and union-management relations, compensation and benefits management, evaluation of employee performance, national human resource policies and programs, organizational private and public sector organizations.

Today's human resource managers face turbulent times, due to financial upheaval and globalization. Organizations and companies have highly diverse personnel that require sensitive leadership and effective communication. The benefits of well managed diversity include better consumer understanding and greater talents to draw on in working with global partners. Increasing health costs challenge HR managers to develop creative solutions, such as health assessment to proactively control costs through employee wellness. Competing for the best and the brightest in the knowledge economy necessitates the creation of attractive total compensation. Ever changing employment law in the litigious American society requires continuing education to stay abreast of changes.

Successful managers in this field take deep satisfaction in their ability to acquire, develop and put to use the human resources of an organization congruent with its mission and goals. Human resources managers in Silicon Valley can be strategic business partners in leading the most innovative companies in the world.

---

Career options are promising and opportunities unlimited for students studying human resources management.

## Potential career paths:

- Human resources generalist
- Human resources analyst
- Recruiter
- Compensation analyst
- Benefits administrator
- Training and development program manager

