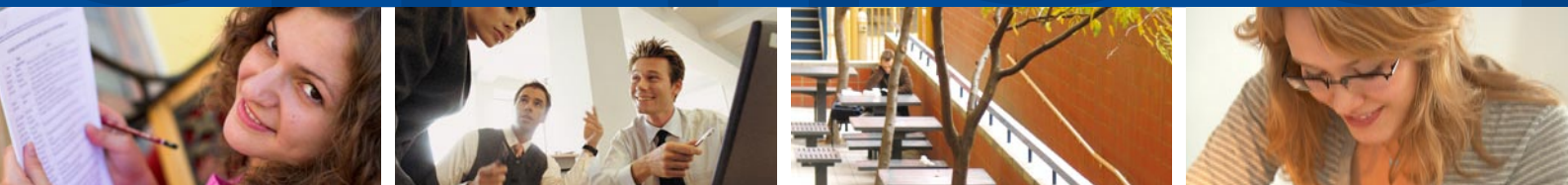




Human Resource Management careers

Experience. The Difference.



Planning your career in Human Resource Management

As a graduate of UniSA's Bachelor of Management (Human Resource Management) program, you're ready to take on a variety of roles that support organisations to improve the quality, innovation and flexibility of their employees. Given that the success of an organisation is dependent on its people, you are likely to play an important role in helping your employer achieve its aims.

Your studies will stand you in good stead to find positions where you can apply the technical, analytical and practical skills needed for successful human resource management practice. Depending on your choice of electives, you could pursue employment in particular areas of Human Resource Management that interest you. These may include, but are not limited to, international human relations, organisational development, industrial relations or occupational health and safety. Alternatively, you could leave your options open and take advantage of the high demand for human resource specialists across almost all industries and sectors.

Employment opportunities in human resources have risen significantly in the last ten years and the Australian Government predicts job prospects for graduates with a human resource management degree to be very good. Employment growth is expected to continue to be strong over the next ten years.

Which Companies?

The list of potential employers of Human Resource Management graduates is almost endless, as opportunities for human resource professionals are not restricted to particular industries or sectors.

Graduates may be employed in any of the South Australian Government and Federal Government departments and agencies, in many private firms ranging from small to large, within universities and schools, hospitals and non-government organisations.

Employment snapshot

OHSW Professionals

| | |
|------------------------------------|--|
| Job prospects: | GOOD |
| Employment predictions to 2011-12: | STRONG |
| Occupation size: | LARGE (15 400) |
| Ave weekly wage: | \$1050 |
| % in FT work: | 86% |
| Vacancy levels: | MODERATE |
| Vacancy reasons: | 40% Job change 46% Leaving occupation 14% New jobs |

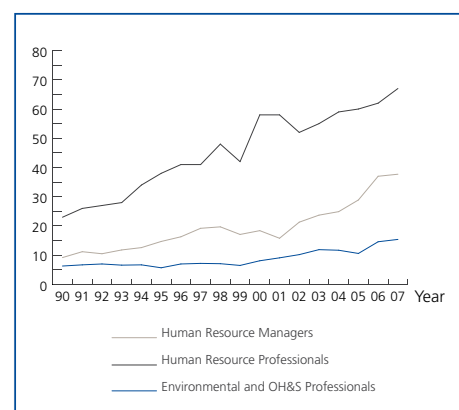
Human Resource Professionals

| | |
|------------------------------------|--|
| Job prospects: | GOOD |
| Employment predictions to 2011-12: | STRONG |
| Occupation size: | LARGE (67 900) |
| Ave weekly wage: | \$1000 |
| % in FT work: | 83% |
| Vacancy levels: | AVERAGE |
| Vacancy reasons: | 27% Job change 63% Leaving occupation 10% New jobs |

Human Resource Managers

| | |
|------------------------------------|---|
| Job prospects: | GOOD |
| Employment predictions to 2011-12: | STRONG |
| Occupation size: | LARGE (37 700) |
| Ave weekly wage: | \$1534 |
| % in FT work: | 93% |
| Vacancy levels: | AVERAGE |
| Vacancy reasons: | 8% Job change 80% Leaving occupation 12% New jobs |

The employment level ('000s of people) for Environmental and OH&S Professionals, Human Resource Professionals and Human Resource Managers:



Some of the companies that employ human resource specialists include large manufacturers such as BHP Billiton, General Motors Holden, Electrolux, Adelaide Brighton Limited, mining companies such as Western Mining, and recruitment firms such as Drake International, McArthur Management Services, and Speakman Stillwell and Associates. With skills in the management of people and their needs to ensure effective business and organisational management, your potential employers are numerous! In order to make your job seeking manageable, you may therefore wish to narrow your search to specific types of organisations or particular industries before you begin.

Professional Recognition

Graduates are eligible for membership of the Australian Human Resources Institute.

Graduate Qualities and Employers

Employers look for graduates who have not only a strong academic record and relevant qualifications but also the personal skills and qualities needed to do the job well. UniSA programs are designed to develop a range of Graduate Qualities that give you what it takes to stand out.

With the Graduate Qualities you'll be able to approach employers knowing that you stand out from graduates of other institutions.

As a graduate of the Human Resource Management program, you'll be able to call on an array of skills developed during your study to help you convince potential employers that you're the best candidate for the job. You may be able to use examples from previous work or life experience, but you can also refer to your program. For example, you can tell employers that you:

Have an ability to operate with a body of knowledge

You should emphasise that your UniSA program offered the most recent discipline knowledge designed to build a strong foundation in a range of areas encompassing human resource management.

If you're applying for a specialist position, you could talk about specific courses, such as International and Comparative Human Resource Management, Management of Industrial Relations or Training and Development.

Are prepared for lifelong learning

Tell employers that your degree provided you with a broad theoretical and practical base in human resource management. You should also mention that you studied a range of elective courses that helped you broaden your outlook and develop an appreciation for further study and lifelong learning. Let employers know that you understand the strategies, avenues and information required to help keep your professional skills and knowledge up to date.

Are an effective problem solver

Inform employers that your program emphasised the importance of effective problem solving skills in decision making and helped you develop the skills to design and implement solutions to problems. You could use specific examples from the courses Accounting, Decisions and Accountability, and Negotiation Processes.

Can work autonomously and collaboratively

Make employers aware that throughout your program, you were assessed on independent work and on group projects. Explain that you have developed the discipline needed to work and study alone, but that you have also successfully engaged in team work and group activities.

Provide examples of when you worked collaboratively with fellow students to resolve a specific problem.

Are committed to ethical action and social responsibility

Let employers know that underpinning all UniSA programs is a commitment to ethical practice. As a student of the Human Resource Management program, there were many opportunities for you to nurture your commitment to ethical action through the study of topics such as the effects of ethical issues on human resource management processes.

Communicate effectively

Indicate that one of the fundamental skills you developed in the Human Resource Management program was the ability to think logically and to communicate clearly and effectively. These skills were enhanced through the study of topics that developed different aspects of your communications skills, such as writing in specific contexts, communication and technology and functional systems for communication.

Demonstrate an international perspective

Your degree emphasised the need to maintain an international perspective throughout your career. Courses such as International and Comparative Human Resource Management provided human management perspectives from around the world including the USA, UK, Asia and Europe. You might also want to tell employers about the many international students studying at UniSA campuses in Australia, who provided the opportunity for you to share knowledge and perspectives with a range of cultures.

Note: Statistical data and occupational classifications used in this brochure have been sourced from the Department of Employment and Workplace Relations.

Further information

For more information about the programs, including fees, visit:
www.unisanet.unisa.edu.au/programs

Australian applicants

School of Management
City West Campus
Undergraduate Student Administrator
Telephone: 08 8302 0754
Email: ling.ly@unisa.edu.au
Website: www.unisa.edu.au/management/

International applicants

International Prospective Students Office
GPO Box 2471
Adelaide SA 5001
Telephone: (613) 9627 4854
Facsimile: (613) 9627 4864
Email: international.office@unisa.edu.au
Website: www.unisa.edu.au/internat

The University of South Australia reserves the right to alter, amend or delete any program, fee, course, admission requirement, mode of delivery or other arrangement without prior notice.

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University of
South Australia

Division of
Business