

HR MANAGEMENT 101



WHAT IS HUMAN RESOURCES?

Human resources is used to describe both the people who work for a company or organization and the department responsible for managing resources related to employees.

SO WHAT IS HUMAN RESOURCE MANAGEMENT?

Human resources management is a contemporary, umbrella term used to describe the management and development of employees in an organization. It involves overseeing all things related to managing an organization's human capital.



WHAT IS PHR® CERTIFICATION?

The Professional in Human Resources (PHR) from HR Certification Institute (HRCI) allows you to demonstrate your mastery of the technical and operational aspects of HR management, including U.S. laws and regulations.*

* HRCI, 2018



5 FUNCTIONAL AREAS OF HRM

1. Business Management
2. Talent Planning and Acquisition
3. Learning & Development
4. Total Rewards
5. Employee & Labor Relations*

* HRCI CERTIFICATION INSTITUTE, 2018

DID YOU KNOW

It's believed that the first personnel (human resources) management department began at the National Cash Register Co. (NCR) in the early 1900s.



IS HUMAN RESOURCES MANAGEMENT A GROWING FIELD?

According to the Bureau of Labor Statistics, 10% growth is expected for human resource management professionals between 2016-2026.*

* BUREAU OF LABOR STATISTICS, 2016

WHAT'S THE AVERAGE SALARY OF A HUMAN RESOURCES MANAGER IN THE US?



The average salary is \$106,910.*

* BUREAU OF LABOR STATISTICS, 2016

WHAT ARE SOME KEY QUALITIES THAT WILL MAKE ME A GREAT HR MANAGER?



Communication is absolutely key when it comes to human resources management. Excellent judgment, honest ethics, great negotiation skills and strong multitasking abilities are also important qualities needed to succeed in this role.

WHAT ARE THE QUALIFICATIONS TO SIT FOR THE PROFESSIONAL IN HUMAN RESOURCES (PHR) CERTIFICATION?

You must meet **one of the following** conditions for education and experience:

1. Have at least one year of experience in a professional-level HR position + a Master's degree or higher
2. Have at least two years of experience in a professional-level HR position + a Bachelor's degree
3. Have at least four years of experience in a professional-level HR position + a high school diploma

WHAT PROGRAMS CAN HELP ME PREPARE FOR THE PHR EXAM?

There are many programs offered face-to-face and online by HRCI approved providers. As a matter of fact, Rutgers Executive Education offers two programs that can help you advance your career as an HR Professional: Certificate in Human Resources Essentials for those new to HR and Professional Certificate in Human Resources Management for those more experienced.

CONTACT US TODAY FOR MORE INFORMATION!

Executive Education at Rutgers, The State University of New Jersey
humanresources.rutgers.edu | 856-225-6685 | execed@camden.rutgers.edu

