The human resources industry in Australia has grown significantly over the past decades as organisations across all sectors increasingly recognise how critical human resource management (HRM) is to achieving business objectives. Working in HRM includes planning, administering and reviewing activities concerned with staff selection, training and development, wellbeing, conditions of employment, worker’s compensation and vocational rehabilitation etc. HRM is concerned with the strategic issues associated with people management.

HRM offers a diverse range of roles that provides individuals with the opportunity to apply and develop a broad skill base, including strong interpersonal skills, planning, organisational, administration and analytical skills. It will be as interesting and dynamic as you make it.

Engage in your career before you graduate

Actively adding value to your degree will enhance your employability prospects. Below are some ideas to consider how you might further develop your skills before you graduate:

- Be actively involved in a student club or society, assisting with promotions or industry events e.g. Murdoch Business Society (MBS).
- Access murdoch.edu.au/mymurdochcareer for jobs, events and resources.
- Considering a studying abroad or virtual overseas experience: murdoch.edu.au/study/study-abroad.
- Entering student team competitions that focus on evidencing your analytical/problem solving skills.
- Find out about Work Integrated Learning Opportunities (e.g. industry project / internship units) through Murdoch University and/or applying for paid Vacation Work / Internships etc..
- Be a strategic volunteer and look for opportunities to use your skills e.g. assisting a not-for-profit organisation recruit for a volunteer program.
- Joining a professional association as a student member e.g. Australian Human Resource Institute (AHRI) and network with industry.
- Engaging in opportunities offered by Murdoch University (e.g. PASS/PAC, Student Ambassador roles, Students as Change Agents).
Careers and industries in Human Resources

HR practitioners usually work in an office environment but may also be required on-site to inspect operations and manage staff. They can expect to perform a wide range of tasks including: advertising staff vacancies, assessing applications and developing staff induction and training programs. An HR officer may also maintain personnel records and deal with matters such as wages, superannuation, leave and training; manage payrolls, organise employee welfare services including health and wellbeing program, first aid; deal with industrial issues, take part in enterprise bargaining talks, discuss and negotiate specific work arrangements and conditions etc.

You will find opportunities to work across all industry sectors such as: Agriculture, Mining, Manufacturing, Electricity (and other utilities), Construction, Wholesale Trade, Retail Trade, Tourism and Accommodation, Transport, Information Media and Telecommunications, Financial and Insurance Services, Real Estate, Professional Consulting Services, Administrative and support services, Public Administration and Safety, Education and Training, Health Care and Social Assistance, Arts and Recreation Services.

Larger industry organisations and government departments e.g. Hospitals, Education Department, multinational Professional Services firms and Mining companies are most likely to have a number of defined HR roles with a focus on Workplace Compensation, Wellbeing etc., whilst smaller organisations e.g. boutique Real Estate agencies are more likely to employ more generalist HRM practitioners.

HRM graduates have secured work or progressed onto roles with the following titles:

- Development Manager
- Employee Services Assistant
- HR Executive / Partner
- Human Resource Manager
- Human Resource Operations Assistant
- Human Resources Analyst
- Operations Manager
- Personnel Manager/Officer
- Recruitment Consultant

Many graduating students start out in Assistant roles, where they can gain experience performing many different tasks.

Adaptability of your Human Resources degree and alternative careers:

Using your communication, analytical, problem solving and research skills developed in HRM studies can be readily applied to other careers that you might not even have thought about. Here are some more suggestions that utilise some of the major skill components you will have acquired:

- Business Manager
- Occupational Health and Safety Officer
- Training and Development Officer
- Workplace Relations Officer

Considering a second major or an additional minor can further diversify your career options.

HRM graduates have also been successful in securing multi-discipline Graduate Program roles. Graduate Programs are structured professional development programs specifically designed for new graduates. Final year students apply for these positions from March for the following year. Murdoch graduates have previously secured Graduate Officer positions with both Government Departments as well as larger organisations within the Retail, Hospitality, Consulting and the Resources sector.