



# Management Careers

## Why Major in Management?

Based on a strong sense of leadership, business ethics, and accountability, you will learn skills in strategic decision-making and the ability to develop organizational talent and financial know-how. The tracks in this major can lead you to careers in either consulting or strategic leadership. Skilled managers know the importance of considering all stakeholders and the social, legal, environmental, and economic ramifications of business decisions. With this deep understanding, you may go on to work in areas of business leadership including planning and administration, human resources, organizational learning and development, corporate ethics, labor relations, or into internal or external consulting roles dealing with problem identification, diagnosis, and remediation.

## Common Career Tracks

- **Human Resources** - Human resources is the department or division of a business, corporation, or organization that manages all aspects related to its personnel, including recruiting employees, training and career development, overseeing compensation packages, managing benefits plans, and other duties that serve to maximize a company's business and its employees' satisfaction with their jobs. As an increasingly large portion of the U.S. economy has come to depend on service industries, the growth of the human resources (HR) industry has increased proportionally. Human resources professionals are generally employed in one of two major areas: large or medium-sized companies in any kind of industry; and personnel consulting firms that help other companies find qualified employees. Human resources encompasses a variety of jobs, including human resources generalists, employment and placement managers, employer relations representatives, personnel managers, industrial relations directors, job-development specialists, job analysts, compensation managers, training instructors, benefits managers, employee health-maintenance specialists, mediators, and employment, placement, and recruitment specialists.
- **Consulting** - There are four major types of consulting: (1) Management/strategy consulting firms help to improve an organization's structure, management, efficiency, and profits, and plan strategies for short- and long-term development. (2) Financial consulting firms provide advice on financial issues such as capital budgeting, project valuation, financial information integrity, profit-and-loss reporting, risk management and insurance engagements, global finance operations, ongoing financial control and compliance with laws, tax and treasury optimization, and corporate restructuring. (3) Information technology (IT) consulting firms help clients design and implement IT systems or develop better IT practices; train staff members in IT areas such as hardware/software design setup, network setup and administration, computer security, and search engine marketing; or provide strategic advice on social media and IT issues. (4) Human resources/staffing consulting firms help clients manage compensation and benefits programs; advise firms on personnel policies; analyze staffing needs; recruit, hire, and train workers; provide advice on diversity issues; and develop leadership training programs.
- **Compliance** –Compliance departments ensure that their firms are following laws and regulations that have been established by the federal government, state governments, and voluntary investor-protection organizations such as the Financial Industry Regulatory Authority. They also ensure that their firms comply with internal systems that have been established to ensure compliance with government and voluntary regulators.
- **Organizational Learning and Development** – People who work in Organizational Learning and development study businesses and other organizations to improve the performance and well-being of individuals and work teams; recruit and screen workers; develop plans for employee retention and promotion; maintain morale and promote a positive workplace atmosphere. To help organizations meet these goals, they use quantitative and qualitative research and evaluation methods to identify solutions to problems and help employees to work more effectively.

*Additional information for each of the above career tracks as well as others is available through Vault (log in to Vault through du.edu/PioneerCareers).*

### **Key Skills/Competencies**

- Ability to apply analytical skills
- Ability to make decisions and negotiate/problem solve
- Aptitude for leadership/supervision and motivating
- Ability to communicate well with others, both written and oral
- Aptitude for team work and team building
- Ability in recruiting, interviewing and training
- Ability to delegate, plan, prioritize and establish goals
- Proficiency in organizing, planning, coordinating and directing activities

### **Is a Management major right for you?**

Still unsure if you should major in Management? Schedule a session with a Career Advisor, attend one of our "Major Workshops", and attend career events to network with employers that hire Management majors and engage alumni who majored in Management. You may also schedule time through the various departments to meet with a faculty member to explore their perspectives on individual career paths.

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### ***Resources & Associations***

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Association of Management/International Association of Management, American Marketing Association, International Personnel Management Association, Academy of Management, Society for Human Resources, US Bureau of Labor Statistics