

Human Resources Managers

SOC: 11-3121 • Career Profile Report

■ Key Facts

\$140,030 Median Salary	221,900 Employment	+5.0% Growth Rate
-----------------------------------	------------------------------	-----------------------------

■ Requirements & Salary Range

Education: Bachelor's degree

■ Automation Risk Assessment

Low Risk - 18.0% probability of being automated in the next 10-20 years.
This job is relatively safe from automation due to its creative, social, or complex problem-solving requirements.

■ Work-Life Balance

8.1/10 - Excellent work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	4.2/10	Investigative	6.8/10
Artistic	4.4/10	Social	7.8/10
Enterprising	8.6/10	Conventional	7.4/10

■ Top Skills Required

Communication skills, Decision-making skills, Interpersonal skills, Leadership skills, Organizational skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Human Resources Managers are organizational leaders who oversee the **strategic management of an organization's workforce**. They are responsible for developing policies, guiding employee relations, ensuring legal compliance, and aligning talent practices with business goals. Rather than handling only administrative tasks, human resources managers shape workplace culture, support leadership decisions, and help organizations attract, develop, and retain employees.

This career is well suited for individuals who enjoy working with people, navigating complex regulations, and balancing employee needs with organizational objectives.

What Do Human Resources Managers Do?

Human resources managers plan, direct, and coordinate policies and programs related to staffing, compensation, benefits, performance, and workplace conduct. Their role combines strategic planning with day-to-day problem-solving.

Common responsibilities include:

- Developing and enforcing HR policies and procedures
- Overseeing recruitment, hiring, and onboarding processes
- Managing employee relations, conflict resolution, and disciplinary actions
- Ensuring compliance with labor laws and employment regulations
- Designing compensation, benefits, and incentive programs
- Supporting performance management and professional development
- Advising executives and managers on workforce strategy

Types of Human Resources Managers

Human resources managers may specialize by function or organizational need:

- Compensation and Benefits Managers: Design pay structures, benefits packages, and incentive programs.
- Employee Relations Managers: Handle workplace disputes, policies, and employee engagement.
- Talent and Recruitment Managers: Oversee hiring strategies and workforce planning.
- Training and Development Managers: Lead employee learning and leadership development initiatives.
- Labor Relations Managers: Manage union relationships and collective bargaining.
- HR Generalists and Directors: Oversee multiple HR functions across the organization.

Skills and Abilities Needed

Human resources managers must combine people skills with business and legal knowledge.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

Most human resources managers advance into the role through education and experience:

- Bachelor's Degree: Commonly in human resources, business administration, management, or psychology
- Professional Experience: Progressive roles in HR, recruiting, or administration
- Advanced Education (often preferred): Master's degree such as an MBA or HR-focused graduate program
- Professional Certifications: Credentials like SHRM-CP, SHRM-SCP, PHR, or SPHR
- Ongoing Professional Development: Staying current with labor laws and HR best practices

Where Do Human Resources Managers Work?

Human resources managers are employed across nearly every industry:

- Corporations and Private Businesses

- Healthcare Systems and Hospitals
- Educational Institutions
- Government Agencies
- Nonprofit Organizations
- Professional Services and Consulting Firms

Many roles are office-based, with growing options for hybrid or remote work depending on the organization.

Is This Career Difficult?

Human resources management can be challenging due to its responsibility for both people and compliance. Managers must navigate sensitive employee issues, changing regulations, and organizational pressures simultaneously. The difficulty lies in balancing empathy with fairness while making decisions that affect individuals and the business.

Who Should Consider Becoming a Human Resources Manager?

This career may be a strong fit if you:

- Enjoy working with people and solving workplace issues
- Are comfortable interpreting policies and laws
- Like strategic planning and leadership roles
- Value ethics, fairness, and organizational culture
- Want a career with broad applicability across industries

How to Prepare Early

- Take courses in business, psychology, and communication
- Develop strong writing and interpersonal skills
- Learn the basics of employment law and workplace ethics
- Gain experience in administrative, recruiting, or leadership roles
- Explore HR internships or entry-level HR positions

Human resources managers shape workplace culture and strategy, ensuring organizations thrive by supporting, developing, and protecting their most important asset—their people.