

Exploratory Essay on Human Resource

Student Name

Granite State College

Date

Exploratory Essay on Human Resource

Introduction

Purpose, Audience & Context

I am currently beginning my academic studies of the Human Resource (HR) field. I am pursuing a bachelor's degree in Human Resource Administration. My background is that I currently have 15 years of military experience being on Active Duty in the Air Force. I work in the Space Systems and Technology career field. My current job is a Project Manager for managing test of space systems. I have decided that I want to pursue a career in Human Resource after I retire from the military. I chose this path because I want to work with people and I have experience managing and supervising people. I also have experience in how organizations function, computer skills, and communication skills. The purpose of my exploratory essay is to provide information and analysis about the larger context of the Human Resource field and its associated professions to people at the same stage of academic and professional development as me. During my research into the Human Resource field I explored different contexts. The topics included: Professional Organizations, Professional Conferences, Social Media, and Information Resources. I have developed a critical inquiry question that my research and analysis is based around. What are the advantages or challenges I might face as I transition from the military to a civilian HR career?

Analysis

Professional Organizations and Conferences

First, I researched professional organizations and conferences. I found during my research that there are many different professional organizations and conferences. Some are more well-known than others. One of the most well-known organizations is the Society for

Human Resource Management (SHRM). They appear to be the number one organization for Human Resource professionals. “The Society for Human Resource Management (SHRM) is the world’s largest HR professional society, representing 300,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management” (SHRM.org, 2018). The purpose of the SHRM is to provide resources, education, certification, and a community for HR professionals. They hold various conferences throughout the year to include an annual symposium. The purpose of their symposium is to meet with other HR professionals and cover a wide variety of topics related to HR. The SHRM does have membership options, but some of the information they provide is free online to anyone. Conferences held by the Society for Human Resource Management will be useful for anyone in HR. Their website is useful for those at my academic and professional development, as well as for anyone in more advanced academic and professional development.

Another credible organization is the HR Policy Association. The purpose of this organization is to discuss HR policies and practices with Chief Human Resource Officers. The members of this organization are high level HR executives of companies. It has been around since 1968 and is a non-profit organization. This site is useful for information on different topics, especially regarding polices, but for someone at my stage of academic and professional development I cannot be a member and is not as useful as other sites. HR Policy Association holds annual conferences and summits for its members. The purpose of HR Policy Association’s CHRO Summit was to go over policies and the role of Chief Human Resource Officers (CHRO). They discussed and had panels on tax reform, public policy, sexual harassment, health care, and gender equity.

The current trends that I identified from the Society for Human Resource Management and HR Policy Association are diversity and pay equity. Both organizations talked about diversity and advocating hiring people with disabilities and veterans. HR Policy Association talked about the challenges in diversity programs (hrpolicy.org, 2018). Trends from the conferences I found cover the topics of technology, recruitment, regulatory compliance, and HR policies. These topics are important to be aware of and learn about to be able to work in HR at different levels.

Social Media

Second, I researched the role social media plays in Human Resource. I found that the professional organizations for HR also use social media to share their information and resources. The Society for Human Resource Management has a Facebook page, Twitter site, and LinkedIn page. The SHRM Facebook page provides HR news, topics, trends, and other information. This site is also used for information sharing. This is a credible and relevant site to use for HR. It is useful for someone at my stage of academic and professional development, because it provides a wide variety of information and is a good place to look if you have questions.

Another popular social media site is a Twitter site ran by HR Exchange Network. It is a group site where HR professionals can read, post, and discuss various information and topics on HR. There are links posted to register for different webinars, take surveys, and read reports. It is a good site to use for networking. It is useful for someone at my stage of academic and professional development, as well as for those already in the Human Resource career field.

Some of the current trends in the topics being discussed on social media for Human Resource is hiring and working with seasonal employees, focusing on strategies for HR, managing political discussions in the workplace, handling employee issues, and laws and policy

changes. Trends in these topics are relevant for someone at my stage of academic and professional development. HR deals with many different aspects and it is good to know how to handle different situations. A big one is dealing with employee issues, being able to correct bad behavior can be difficult. On the different Facebook sites, HR professionals were asking how others would handle different situations dealing with employees. Social media groups for HR are a good way to share experiences and get advice from other HR professionals. From my research into social media and HR I have found that HR organization use social media to discuss and share information dealing with HR. HR uses social media as part of the job. According to an article written by Fredrick Nyandego on LinkedIn, HR uses social media for recruiting, company branding, monitoring employee activities, and communication (Nyandego, 2017). Social media has become a bigger part in playing an important role and key aspect to HR. This information has provided insight into my critical inquiry question, because I can start seeing what advantages and challenges I may have as I transition to a civilian HR career.

Information Resources

Third, I researched various Information Resources in regard to Human Resource. I discovered there are different types of resource that you can use to gain information from books, websites, magazines, and social media sites. The same organizations I found are also good sources for information resources. The Society of Human Resource Management publishes a magazine called HR Magazine. This magazine includes many topics and trends regarding HR along with their website. Some of the recent topics include impact of social media, employee incentives, diversity, talent acquisition, and pay inequality.

I found another good source of information for those starting out there academic learning of HR that I have used in another class is an academic book called "Human Resource

Management” written by Mondy and Martocchio. This book was written by two authors who have a Human Resource background and higher educational background. This book is used in classes that teach an introduction into Human Resource Management. It provides a wide variety of information on HR and provides good examples and definitions to help understand different concepts. It is a good reference to have.

Two resources I found that were related to my critical inquiry question was two articles called “What Veterans Can Expect in an Human Resource Career” by N. Semczuk and an article on the SHRM website, “HR Managers Among the Best Jobs for Military Veterans” by D. Wilkie. These articles provide information to veterans on what they can expect from a HR career and information about hiring veterans. In the article posted on the SHRM website it stated that, “the organizational and, in many cases, leadership skills demanded of servicemen and women can translate well to HR” (Wilkie, 2016). Both articles provide helpful information for those looking to transition from a military career to a civilian HR career.

I found during my research of Professional Organizations, Professional Conferences, Social Media, and Information Resources is that they all relate to each other. The Professional Organizations and Conferences use social media to advertise and provide information. These same organizations and social media sites tend to be good information resources. I also found sources that are not reliable or credible. For example, Wikipedia for Human Resources is not a credible and reliable source for information. This is due to anyone being able to update the site with any information that may or may not be factual and can be opinionated. This site is updated all the time, but it is hard to tell what information was changed, added, or deleted.

Influence of Context & Assumptions

Professional organizations and associations have influenced the field of Human Resource. These organizations provide information on different topics in HR, what things are changing, new and updated polices, and what to expect when working in HR. O*NET Online provides employment trend data to include information on tasks, skills, knowledge, work activities, education, related occupations, and wages and employment trends for different HR jobs (O*NET Online, 2018). This information is useful to know what is expected in different HR jobs and what is needed for those jobs. It is especially important to look at wages and employment trends. This site shows what you can expect to make in different HR jobs and if employment rates are trending to increase. I looked at both Human Resources Specialists and Human Resources Managers. I found that these HR jobs are expected to increase for employment both nationally and by state for Colorado, where I am at. This site also provides current yearly wages for both national and by state. Some jobs like Human Resources Manager require more education than a HR Specialist and have more responsibilities. A Humane Resource Manager is something I believe my military background will help me when I enter this role in the future.

HR is military friendly when it comes to hiring veterans. This will be helpful for me because of my military background. I can bring a lot of experience and knowledge that can be transferable into HR. Knowing about diversity and equal pay are two areas that are important in HR. Being in the military I have seen how diversity in the workplace is important and that is no different in the civilian workforce. I understand those who have a military background and can help the HR organization that I will work for on hiring veterans and what they bring to the workforce. According to a SHRM article by Roy Maurer, "HR professionals and employers need to take the time to understand military culture and the military perspective in order to

effectively recruit and hire veterans, according to dozens of thought leaders brought together by the SHRM Foundation” (Maurer, 2017).

I found through my research of information resources for the Human Resource field of study and my critical inquiry question is that my transition to HR from being in the military may not be as hard as I thought it will be. I bring advantages with having skills in management, leadership, and organization. I will face some disadvantages when I transition, because I do lack civilian workforce experience. The military has been my only job and career that I have had. I have found that there are similarities with HR and the military in how they operate. Another challenge will be dealing with conflict and other hard scenarios like firing an employee. Things like these are often the harder parts of having a job in HR. Others with the same academic and professional background as me may find similar advantages and challenges when considering a career transition from the military to Human Resource.

Conclusions, Related Implications & Consequences

During my research related to my critical inquiry question regarding Human Resource I have found that a career in the Human Resource field can require a vast range of knowledge and skills. There are many different aspects to know and learn through a career in HR. There are important things to know like policies, laws, and regulations. If these things are not followed that can have a big impact on a workplace. Professional organizations and their conferences are great sources of information and for HR professionals to interact with each other. This also includes their use of social media. Someone at my academic and professional development needs to keep a watch on employment trends for HR jobs and pay. This can be done by checking the O*NET Online website. These trends may impact you later. It is always good to know what topics are being discussed so you know what you are getting into when beginning your career in

HR. Human Resource can be a fun and challenging job, as with most jobs in different career fields. Understanding the topics, trends, education and skills needed for a job in HR will better help you prepare as you continue and enter your career in Human Resource. I am looking forward to continuing my education and learning more about what I need to transition from the military into the Human Resource field.

References

- HR Exchange Network on Twitter, https://twitter.com/Exchange_HR
- (n.d.). HR Policy Association. Retrieved November 23, 2018, from <http://www.hrpolicy.org/>
- (n.d.). HR Policy Association. 2018 CHRO Summit Recap. Retrieved November 23, 2018 from <http://hrpolicy.org/events/recap/chro-summit-2018>
- Maurer, R. (2017, June 18). HR Must Better Understand Military Competencies to Advance Veteran Hiring. Retrieved on November 23, 2018 from <https://www.shrm.org/hr-today/news/hr-news/conference-today/pages/2017/hr-military-competencies-veteran-hiring.aspx>
- Mondy, R. W., & Martocchio, J. J. (2016). *Human Resource Management*. Boston: Pearson.
- Nyandego, F. (2017, June 21). Impact of Social Media on Human Resource. Retrieved on November 23, 2018 from <https://www.linkedin.com/pulse/impact-social-media-human-resource-fredrick-nyandego>
- O*NET Online. (2018, November 13). Human Resource Managers. Retrieved on November 23, 2018 from <https://www.onetonline.org/link/summary/11-3121.00>
- O*NET Online. (2018, November 13). Human Resource Specialists. Retrieved on November 23, 2018 from <https://www.onetonline.org/link/summary/13-1071.00>
- Semczuk, N. (2018, May 22). What Veterans Can Expect in an Human Resources (HR) Career. Retrieved on November 23, 2018, from <https://taskandpurpose.com/veterans-human-resources/>
- (n.d.). Society for Human Resource Management. Retrieved November 23, 2018, from <https://www.shrm.org/>

Society for Human Resource Management on Facebook,

<https://www.facebook.com/societyforhumanresourcemanagement>

Wikipedia. (2018, November 17). Human Resources. Retrieved on November 24, 2018 from

https://en.wikipedia.org/wiki/Human_resources

Wilkie, D. (2016, March 18). HR Manager Among Best Jobs for Military Veterans. Retrieved on

November 23, 2018, from <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/veterans-in-hr.aspx>