



What does your future hold?

Trends and
opportunities
in Human
Resources
careers



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May 20, 2010

Where do you see yourself in ten years?

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This classic interview question is one directed to job candidates on a frequent basis. But how often do we ask ourselves the same question, particularly as it relates to a career in human resources?

If you have not fully explored what your future holds, there is great news about the future of HR jobs: a recent study by *Money* magazine and *PayScale.com* identified “Human Resources Manager” as #20 in the list of Best Jobs in America. This rating was determined by pay, job growth, and quality of life.

According to the *Occupational Outlook Handbook 2010-2011 Edition*, HR jobs are projected to grow 22 percent over the next 10 years, which is twice the rate of overall job growth. HR specialties with the highest expected demand include dispute resolution, training, recruiting, and HRIS.

Quite frankly, it should come as no surprise to people who are dedicating their careers to maximizing the value of human capital that their own capital is enhanced through great training and career preparation that create greater value to an employer.

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Ready for the opportunity ahead?

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With such a promising future in the field of human resources, what can you do to ensure that you're among the most qualified candidates for advancement? Many experts are recommending advanced degrees and professional certification to get the current skills so much in demand and to give yourself a clear competitive edge.

“A master's degree in human resources, labor relations, or in business administration with a concentration in human resources management is highly recommended for those seeking general and top management positions,” according to the Board of Labor Statistics, 2010. Furthermore, certification such as the PHR, SPHR, and GPHR demonstrate essential competence and credibility that can lead to increased opportunities for advancement.

An investment in yourself that literally pays for itself

The value of advanced degrees in the HR profession is no more dramatically represented than in the salary difference between a bachelor's and a master's trained HR professional.

According to data taken from *CareerBuilder* and *SalaryExpert* research (representing starting salary offers for 2008 graduates), starting salaries for someone with a bachelor's degree is \$37,874. For a master's level graduate, it is \$56,094. Of course, there are regional differences and other factors, but on average, the advantage is significant in terms of dollars and cents alone.

If you see yourself in an HR leadership role in the next 10 years, and you are ready to pursue an advanced degree and professional certification, consider the

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An 18 weekend commitment—completed in one year

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The Lipscomb MHR is a 12-month program that meets 18 weekends—two Fridays and all day Saturdays from August thru July with several breaks. The program features a “cohort” model in the

classroom to foster a community of learners who will support each other in their pursuit of academic and career goals. The cohort concept means you will meet with the same students throughout your studies, challenging and supporting each other toward deeper, broader learning than a traditional large-class format or online options.

The curriculum is grounded in theory-based learning, case-method teaching, team projects, and consulting projects. Also unique to Lipscomb University's program, classes are taught from a Christian worldview so that students learn to integrate a values component throughout each HR function in an organization. ■



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For more information:

For more information on the Master of Human Resources (MHR) program at Lipscomb University, please visit our website at mhr.lipscomb.edu or call Emily Lansdell at 615-966-1833.

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