MANAGEMENT AND HUMAN RESOURCES
CONCENTRATION

Overview of Management and Human Resources
Management is about how to best engage people at work. This involves, among other things:

- Leading people
- Managing people
- Coordinating people’s work
- Motivating people
- Hiring, firing, compensating, assessing, training, and advising employees

Within the management concentration, you can choose to further specialize in Human Resources. Human Resources involve learning how to strategically manage an organization’s most valued assets: its people.

Areas of a business that are typically found within the Human Resources function are:

- Staffing, Recruitment, and Workforce Planning
- Training and Development
- Labor Relations
- Compensation and Benefits
- HR Legal and Employment Law
- Diversity
- Organizational Development and Structuring

Sample Job Functions and Descriptions for Management Professionals

- Management consultant (E.g. Anderson Consulting, Ernst and Young Consulting)
- Strategy consultant (E.g. McKinsey and Co., Boston Consulting Group, Bain and Co.)
- Human Resources consultant (E.g. Mercer, Deloitte, Watson Wyatt)
- Organizational Development consultant
- Business and leadership coach
- General management within a corporation
- Management training programs in big corporations
- Specialized Human Resources position within a corporation
- Management position in a family business
- Non-Governmental Organization leader
- Political activist

Skills and Abilities
Desire and ability to work with people. Ability to cope with conflicting points of view, function under pressure, possess a persuasive, congenial personality, and demonstrate discretion,
integrity, and fair-mindedness. A person needs the ability to take a leadership role and work independently.

**What classes are involved?**
Below is a link provided for you by the Office of the Registrar. This link will take you to a webpage to determine Flow Charts and Curriculum Sheets for your declared major and concentration.

- The *Flow Chart* and *Curriculum* Links will provide you information about your 4-Year Academic Flowchart for Management and Human Resources along with pre-requisites needed for each course. Review [http://www.cob.calpoly.edu/advising/majors-concentrations/](http://www.cob.calpoly.edu/advising/majors-concentrations/) for more information about course requirements for the Management and Human Resources Concentration.

**Access to Management Concentration Flowchart and Curriculum:**
- Input your Catalog Year
- Input your Major
- Input your Concentration

**Typical Job Titles (Cal Poly recent graduates)**
- Management Trainee
- HR Coordinator
- Management Associate
- District Manager
- Executive Recruiter
- Talent Coordinator
- Operations Analyst
- HR Manager
- Sales Representative
- Project Manager
- Staffing Coordinator
- Acquisition Manager
- HR Business Analyst

**Salary Information**
*Career Services’ Graduate Survey for Cal Poly recent grads:*
2014-2015 - Median Salary - $50,000
Access Career Services’ Graduate Status Reports:
[http://careerservices.calpoly.edu/content/student/gsr_report](http://careerservices.calpoly.edu/content/student/gsr_report)

**Preparation**
- Find information about the Management concentration from [http://www.cob.calpoly.edu/advising/majors-concentrations/](http://www.cob.calpoly.edu/advising/majors-concentrations/)
• Check out Career Services’ Graduate Survey- lists employers, job titles, and salary information of recent Cal Poly graduates divided by major/concentration- https://www.careers.calpoly.edu/search.php

• Human Resource Management Association (HRMA) Club - www.calpoly.edu/~rellis - Meet people in your concentration, network with employers, and get involved to build your resume!

Senior Project Options
• The courses offered through the Management and Human Resources Concentration allows students to explore areas of business such as consulting with local businesses, in particular in the wine industry, Labor Relations, Organizational Development and Structuring, and Legal and Employment Law.

Career Research Resources
• www.careerservices.calpoly.edu – Cal Poly Career Services - career planning links, job listing links, career information and help

• MustangJOBS – On your portal account, find local part-time job, internship, and career postings for Cal Poly students, in addition to information on employers who recruit Management students


• http://www.shrm.org/Pages/default.aspx - Society for Human Resource Management website

• http://www.bls.gov/oco/ocos021.htm - Department of Labor and Statistics information about HR Managers

• Career Books available in the Career Resource Center at Career Services (Bldg. 124, Room 117): Careers in Business; Opportunities for Business Management; Opportunities for Management Consulting; Opportunities in Human Resource Management Careers; Opportunities in Hotel & Motel Management Careers.