





## What skills can graduates gain?

Through studying a degree in HRM, graduates develop a valuable set of transferable skills that can include:

- Knowledge of business functions
- Diagnosing and addressing organisational challenges to improve functioning
- Understanding human motivation and performance
- Strategic planning
- Logical thinking and problem solving
- Interpretive and analytical thinking
- Interpersonal skills
- Oral and written communication
- Collaboration and teamwork
- Planning and organisation
- Resilience and adaptability.

### Work-readiness?

HRM has an applied focus where assignments are linked with real-world business challenges. Work integrated learning opportunities such as consulting projects, client projects and internships with potential employers are available. These experiences deepen your skills and working knowledge, your awareness of others, and work-readiness.

### Work-readiness?

Many employers look for generic skills such as communication, client/customer-focus, bicultural competence, cultural awareness, teamwork, and initiative.

With technology, globalisation, and other drivers changing society, skills such as resilience, problem solving, and adaptability is important.

Skills that are likely to grow in importance include analytical and creative thinking, systems thinking, and technological literacy.\*

\*World Economic Forum, *Future of Jobs Report 2023*, p. 10

### How can you gain work-readiness?

- Some skills are gained through studying
- Extra-curricular activities can help, such as getting involved in clubs, mentoring, cultural groups, part-time work or volunteering
- Be open to professional and personal development opportunities, whether it is undertaking work experience, overseas exchange, skills seminar, or joining an industry group.

## Where have graduates been employed?

HRM graduates are found in every kind of organisation in Aotearoa New Zealand; state-owned enterprises and large organisations in the private and public sectors.

Graduates are employed in HR coordinator roles before moving on to more senior roles such as HR advisors, HR managers or senior leadership roles. Graduates can be initially hired through graduate development programmes before moving into specific human resource roles. After gaining experience, graduates can move into consultant roles.

HRM graduates can also move into general management, particularly those with postgraduate degrees.

Graduates with HRM knowledge and skills often go into other people and business-related careers such as marketing, account management, sales, business development, e-commerce, partnerships and customer service.



Read as much as you can, it will help you so

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and overseas as you can, it will help you so