

London School of Science and Technology

Module: (MG410) Career Viewpoint
CW1

Career research report *Human Resource management*

Student full name:

BNU ID:

LSST ID:

Lecturer:

Date:

Executive Summary

Selecting a professional career is a broad technical and decisional process (Stephens, 2011). The report focuses on a selective and analytical process for the evaluation of one's interest and ability that lead to a perfect job selection for the person. Here, the report is based on my ability and knowledge that will help me select a profession or industry suitable for me. For this reason, first, I have analysed the recent trends that have affected my selected profession, multinational corporate manager. Then evaluated my ability and the compatibility of my ability with the selected profession as an HR manager. The report also includes the research methodology providing samples and a vacancy notice of Unilever Corporation.

Introduction

The report requires that I should provide an analytical decision on which career opportunity I have selected for myself. Career selection is one of the most decisive and necessary decisions a student or a person needs to undergo at an early stage. The process helps a person to identify what he wants to do or wants to be in the next phase of life (Raby, 2012). The aim of the report is the same as to make me go through a certain evaluation so that I can make a decisive career selection. As I have selected the job of a Human Resource Manager in the corporate industry as my go-to career focus I will provide an evaluative report subjecting to the cause.

Methodology

Research methodology refers to the methods or tactics used to locate, select, process, and analyse information on a certain topic (Tellis, 2017). I mostly gathered data for this study from secondary sources. For primary research objectives, I contacted multiple sources from various businesses like-

- Career programs
- Company websites and service centre
- Young employee hunting events

People frequently rely on secondary sources such as job placement agencies, apps, and websites to find work. I have collected my information from job providing platforms like

- Linkedin
- Reed
- Impellam

And I have analysed the jobs based on corporate vacancies and opportunities.

Analysis:

Heading 1: Trends that will influence my chosen career.

The HR position in the business sector is one of the most difficult and competitive for a career since one must always be informed of current events in the globe (Jain, 2020). Students like myself who want to work in global corporations need to comprehend government policy and politics, international impact, diversity, technical changes, the COVID-19 effect, supply and demand, and, most importantly, consumer behaviour changes as a result of the changes. I'll go through everything in more detail below.

I. Government

The government has a lot of clout in the business world. Governments and central banks implement fiscal and monetary policies that have a significant impact on the financial market. The government may effectively delay or strive to quicken growth inside the country and increase and cut interest rates.

II. Technology and data analysis

To stay on top of the circle one also needs to be up to date with the ever-changing technology and have to be able to adapt (Tricker, 2017). To disintegrate massive data into consumable information, data analytics systems employ modern technologies like AI and machine learning. Organizations that use data analytics effectively are better equipped to detect global trends sooner.

III. COVID-19 effect

Our personal and professional life are now being affected by the Coronavirus (COVID-19) epidemic. Healthcare, climate and energy, freshwater, and paramedics will all continue to be in high demand (Sharma, 2021). Western nations' combined wealth will assist in repurposing expenditure and enhancing healthcare.

IV. Diversity

Managers must understand the value of diversity among workers of all ages, as well as the need of establishing an inclusive workplace culture and diversity inclusion as critical corporate strategies. Managers now believe that diversity and inclusion should be fundamental to their core beliefs and corporate strategies. To assist managers to think about diversity, the organisations utilize a decision-making technique known as PTR, or preference, tradition, and requirement.

V. Customer behaviour

There are several facts affecting consumer trends. Consumers tend to alter decisions whenever there is a shuffle in economic conditions. Containing loyal customers is also another factor as they will lose their trust if corporations cannot provide consistent service (Fotiadis, 2020). Multinational companies also have to focus on global trends and recent changes in the culture and interests of people to conduct sound business globally. All these trends have a great influence on a manager in the multinational corporate sector.

Heading 2: To work in the corporate sector, required skills, knowledge, and experience.

Corporate job is a highly competitive sector. One has to provide his highest to stay and grow in the corporate sector (Jain, 2020). I need to have several skills and knowledge to be able to strive

as a manager. Without these skills, I will not be fit to be in Multinational Corporation. I may need to communicate with random people thus I have to be prudent in people skills. I may have to analyze, make decisions and present them to different clients and officials. So, I should know mathematical, statistical terms. The skills are mentioned further below-

For the profession of an HR manager, I need to have many skills. Here I will discuss some of them.

Managers should have financial accounting and data analytical skills to analyse data and provide solutions to emerging problems before they become critical.

Managers in HR should have the ability to dissolve any kind of dispute that may occur within the organisation. Thus, managers and leaders are required to have great negotiation skills.

Managers need to overlook all the departments inside the organisation. He should have the skill to manage and coordinate all the departments under his authority (Guy, 2020).

Leadership is another skill mandatory for a manager as it typically is one of the basic roles of a manager.

Managers constantly need to interact with people inside and outside the organisational structure. They need to have great communication skills for convincing people and presenting the information.

Managers also need to have great knowledge over several sectors such as-

As a manager, one needs to consider economic trends and factors that are influencing the organization's income as well as overall assets and equity. So, he/she has to acquire economic knowledge to make decisions.

Technological knowledge is another priority for a manager. I need to be up to date with the recent world to be effective in business decision-making (Jung and Kadyrzhanova, 2017).

Evaluation:

Heading 1: vacancies identified from a corporate job

As I have selected my career to be an HR of a multinational corporation I have conducted my research based on the sector. I have inquired in several jobs providing agencies and networkings that provide job circulars for multinational corporations like

- ✓ LinkedIn
- ✓ Learn4Good
- ✓ Nuevo
- ✓ Adzuna
- ✓ GetYourVacancy
- ✓ JobsOffices.com

Among so many alternatives I have selected Unilever Corporation as my go-to option. There are multiple job vacancies for managers in the corporation and the job I mostly have preferred to be my career is the one for Graduate Recruitment & Development Manager.

Heading 2: Why this job role is of interest to me

When it comes to engaging with people, I've always felt pleased and eager. As a worldwide communication employee, you'll have a lot of different options. The role offers an exciting and varied opportunity to join a vibrant, energetic, and driven communications team and contribute to continuous innovation through global PR and communications activities. The position necessitates the jobholder's close collaboration with people who work in multinational teams all over the world. International campaigns are part of the work, and I can also act as a voice for those beneath me, which are two factors that have influenced my decision to take the position.

Heading 3: Relation to my potential choice of industry/profession

Global or international communication refers to the creation and exchange of information in worldwide circumstances and environments through spoken and nonverbal conversations. It's a broad phrase that encompasses a wide range of communication disciplines, including intercultural, governmental, medical, multimedia, emergency response, social campaigning, and brand planning, to name a few. It's also relevant to my field of management, as multinational corporations have emerged as one of the most powerful forces pushing globalisation and continuous change in the global economy. They have led to and placed a focus on certain notions as "international managers" and "cross-cultural administration" as a result of doing business abroad, across boundaries, and in a diverse environment.

Heading 4: Personal suitability for this position

As a corporate aficionado, I'm honing my interpersonal, leadership, and technological abilities and knowledge to fit in with the corporate world. I've volunteered to attend many seminars, workshops, and campaigns to develop my communication, analytical, and networking skills. The aforementioned work role necessitates almost identical skills. They require someone with strong leadership abilities as well as persuasive communicational and derivative power. A strong negotiator is also required for this position. As a result, the is ideal for my abilities.

Heading 5: New/emerging job role within this profession/industry

The job of a manager is one of the most extremely diverse and dynamic ones. It requires basic managerial roles like interpersonal, communicational, and leadership roles. But the role of a manager surpasses all these basic roles in modern times. Post pandemic COVID-19 situation has made a new path towards a different corporate environment. The industry has turned from physical communication to the digital communication sector. The roles of HR managers have also changed as they have to maintain non-physical communicational procedures.

Conclusion

The report serves as a guide to assisting me in choosing suitable employment for me based on my skills and interests. It aided me in deciding on a career path that I was interested in and then evaluating my ability and compatibility with the chosen profession through a process of analyzing my abilities and compatibility with the chosen employment. Finally, it assisted me in deciding on a certain employment category for future consideration that being an HR manager.

References:

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Appendices:

Graduate Recruitment & Development Manager

Location	Sector:
City of London, London	Law firms
Job type:	Salary:
Permanent	£60000 - £75000 per annum
Contact:	Job ref:
James Rosenthal	PR/203117_1635958778
Published:	Expiry date:
7 days ago	2021-12-03

As Graduate Recruitment & Development Manager at this international law firm, you'll have overall responsibility for graduate recruitment and development activities for their London trainee solicitors.

Reporting directly to the Global HR Director, this is a varied role to include all aspects of candidate attraction, recruitment and development, with a mix of strategic and operational activities.

Specifically, you will devise and deliver a campus attraction strategy to raise the profile of the firm at universities and position the firm as an employer of choice; develop a strategy to ensure compliance with the firm's commitment to D&I and social mobility.; run assessment centres and interview days, as well as coaching managers in relation to performance management issues.

This is an ideal role for a commercial HR and graduate recruitment specialist looking to use their creativity to improve process and drive efficiency. You'll have a proven track record in graduate recruitment in the legal sector.

The SR Group (UK) Limited is acting as an Employment Agency in relation to this vacancy.

Evidence for primary research-CW1 Career viewpoint

Name of contact	Personal
Company	Elida Beuty
Job title	Innovation planning manager
Date of contact	5/11/21
Method of connection	Career program

Questions asked: what are the requirements?

Summary of response: bachelors degree

Evidence for primary research-CW1 Career viewpoint

Name of contact	Personal
Company	The graduate project
Job title	Area HR manager
Date of contact	5/11/21
Method of connection	Email

Questions asked: what are the requirements?

Summary of response: bachelors degree

Evidence for primary research-CW1 Career viewpoint

Name of contact	James Rosenthal
Company	The graduate project
Job title	Workday HRIS Manager
Date of contact	5/11/21
Method of connection	Email

Questions asked: what are the requirements?

Summary of response: bachelors degree

Evidence for primary research-CW1 Career viewpoint

Name of contact	James Rosenthal
Company	Frazer jones
Job title	Graduate Recruitment & Development Manager
Date of contact	5/11/21
Method of connection	Email

Questions asked: what are the requirements?

Summary of response: bachelors degree