



# Pension Management at General Motors



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**MY REASON**  
 The reason for me choosing this career is because my mom is currently attending college in this field. And I admire her for going back to college to get her Bachelors Degree in HR Management to better provide for our family.  
 Thanks, Mom

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**Job Outlook**  
 Employment of HR Managers is projected to grow 20% from 2014 to 2022.  
 Growth depends on several factors, such as the number of job openings and the number of job seekers.  
 Skills: Good writing, good verbal communication, organizational skills, computer skills, interpersonal skills.  
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**ARE YOU IT?**  
 Do you: a people person that likes working in an office environment, and does working with computers than this job is right for you?

**About the Job**  
 HR Managers are responsible for managing the organization's human resources. They are responsible for recruiting, hiring, training, and developing employees. They also manage employee performance, compensation, and benefits. HR Managers work closely with other departments to ensure that the organization has the right people in the right jobs.  
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**What is Human Resource Management?**  
 Human Resource Management (HRM) is the operation within a company that concentrates on the:  
 - recruitment  
 - management  
 - providing direction for the people who work in the company  
 HRM can also be accomplished by the managers.

**My Responsibilities**  
 - Recruitment  
 - Training  
 - Performance Management  
 - Compensation Management  
 - Employee Relations  
 - Safety and Health  
 - Labor Relations

**Benefits**  
 - HR managers develop strategic compensation plans and align performance management systems.  
 - examples of their duties:  
 - choosing Family and Medical Leave Act  
 - Agreement and adherence to confidentiality requirements for employee medical files  
 - organize open registration for employees health care coverage.

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**! WE'VE GOT THE BENEFITS !**



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**Job Outlook**

- Employment of HR managers is projected to grow 15% from 2010 to 2020.
- Growth depends on performance and the needs of individual companies.
- Management degree that allows access to competing outside employment great.
- Look for: rapid job growth, rapid advancement opportunities, high pay, retirement plan.

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**Skills Related To HR Management**

- Ability to work well with others
- Strong good social skills
- Business experience
- Type well
- Computer usage
- People skills

**GET IT**

So if your a people person that likes working in an office environment, and likes working with computers then this job is right for you.

About the Job

**Job Tasks**

- Plan and coordinate an organization's work force.
- Link an organization's management with its employees.
- Administer management in organization's policies.
- Coordinate and supervise the work of specialized law support staff.
- Monitor an organization's employment, retention, selection, and firing records.
- File & staff records.

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- management
- providing direction

for the people who work in the company. HRM can also be accomplished by line managers.

**My Reasons**

Sales are through the roof!

**Benefits**

- HR managers develop strategic compensation plans and align performance management systems.
- examples of their duties
- Observing Family and Medical Leave Act
- agreement and adherence to confidentiality requirements for employees medical files
- organize open registration for employees health care coverage

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Monday

## MY REASON



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Thanks, Mom

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CLICK HERE TO FIND  
OUT WHAT (HRM) IS !



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# Job Outlook

- ★ Employment of HR Managers are predicted to grow 13% from 2010 to 2020
- ★ Growth depends on performance and the growth of individual companies
- ★ Managers ensure that firms adhere to changing complex employment laws
- ★ these laws regard:
  - job safety and health
  - equal employment opportunity
  - healthcare
  - wages
  - retirement plans



## Health Risks



Keeping a healthy office environment requires plenty of attention to the following:

- chemical hazards,
  - equipment
  - work station design,
  - physical environment (temperature, light, noise, ventilation, etc.)
  - task design, psychological factors (personal interactions, work pace and job control)
- and sometimes chemical or other environmental exposures

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# Work Environment

- H/R managers are employed throughout the economy some of which whose jobs require work related travel.
- Human resources managers held about 71,800 jobs in 2010.
- The following industries occupied the most human resources managers in 2010:
  - Government.....14%
  - Management of companies and enterprises.....14%
  - Manufacturing.....13%
  - Health care and social assistance.....9%
  - Professional, scientific, and technical services...9%
- Human resources managers work in offices, and most work full time.



# Benefits

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- examples of their duties:
- observing Family and Medical Leave Acts
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## Job Tasks

- Plan and coordinate an organizations work force
- Link an organizations management with its employees
- advise managers on organizational policies
- coordinate and supervise the work of specialists and support staff
- overSee an organizations recruitment, interview, selection, and hiring process  
AND
- Handle staff issues

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