

AN INDUSTRY OVERVIEW:

HUMAN RESOURCE MANAGEMENT

The employment landscape is strong for those interested in launching or advancing their career in the areas of recruiting and hiring employees, managing organizational structure, and planning administrative functions. For human resource professionals and related occupations, the U.S. Bureau of Labor and Statistics projects **8% job growth through 2033**, much faster than the average (5%).

To help you better understand the benefits of earning a master's degree in human resource management we combed through 9.2K+ unique professional opportunities available from January 2024 to May 2024 to summarize:

- Median annual salary by occupational roles and years of experience
- Experiences and skills organizations are looking for in competitive employees
- Industries and organizations with the highest active job postings

12%

of the total unique active job postings categorically require a master's degree, demonstrating a need for specialized skills.

4-6 YEARS

with a master's degree, 31% of the openings require 4-6 years of experience and 16% accept 2-3 years of work experience.*

\$105.3K

median advertised salary for a candidate with master's degree is 30.2% higher than with bachelor's as the only required academic qualification.

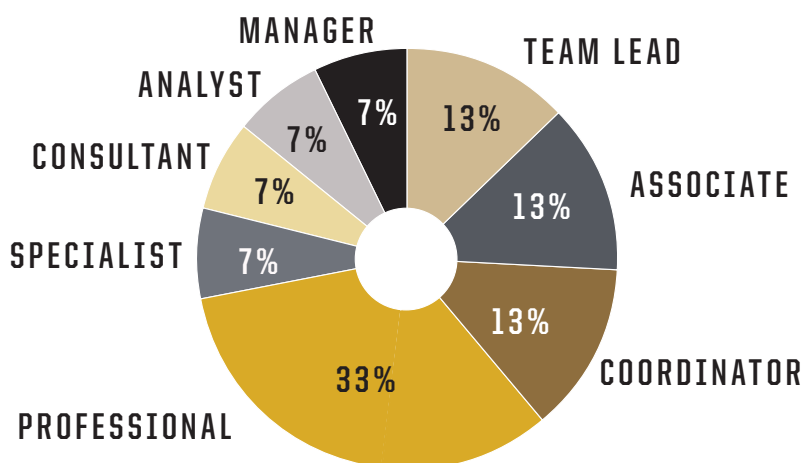
*With a master's degree in human resource management, you will have the knowledge and skill set equivalent to years of on-the-job experience. Purdue MSHRM graduates consistently land high-paying, satisfying jobs, as our master's program is equal to several years of professional experience.

OCCUPATIONAL ROLES

While only 10% of the job postings required a master's as the minimum qualification, all top occupational roles exceeded that value in terms of hiring professionals with a master's degree.

Occupational roles	Popular titles
Human Resource Managers	Human Resources Managers, Directors of Human Resources, Human Resources Business Partners, Directors of Diversity and Inclusion, People Business Partners, Directors of Talent Acquisition
Human Resources Specialists	Human Resource Generalists, Recruiters, Human Resource Specialists, Talent Acquisition Specialists, Human Resource Coordinators, Staffing Coordinators, Staffing Coordinators
Compensation and Benefits Managers	Field Reimbursement Managers, Compensation Managers, Benefits Managers, Employee Benefits Account Managers, Directors of Compensation
Compensation, Benefits, and Job Analysis Specialists	Compensation Analysts, Benefits Specialists, Benefits Analysts, Benefits Coordinators, Benefits Administrators, Payroll and Benefits Specialists, Benefits Representatives

MSHRM'23 graduates secured roles with the following titles within 180 days of graduation:



SALARY BY OCCUPATIONAL ROLE

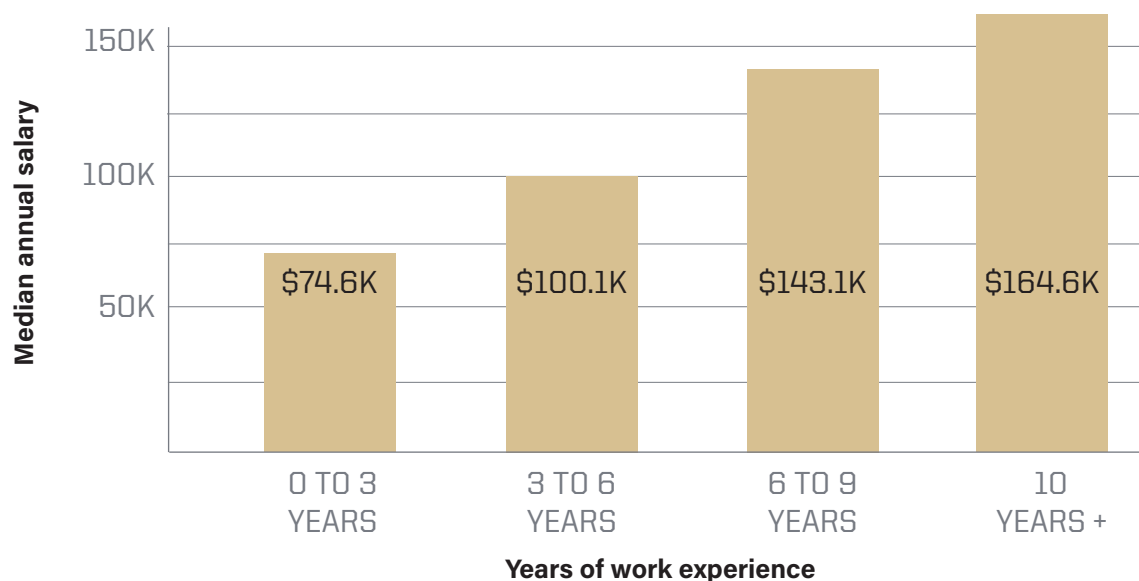
The following data represents U.S. national data, not representative of Daniels School MSHRM graduates' data.

Occupational roles	Median annual salary	75th percentile annual salary
Human Resources Managers	\$136,344	\$182,125
Human Resources Specialists	\$67,662	\$92,394
Compensation and Benefits Managers	\$136,386	\$181,023
Compensation, Benefits and Job Analysis Specialists	\$74,526	\$97,968

The Daniels School MSHRM '23 cohort secured an average post-graduate annual salary of \$88,416, an average bonus of \$9,250 and an 84% placement rate.

Salary by years of experience

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There are 9,545 advertised salary observations (47% of the 20,305 matching postings).

EXPERIENCES & SKILLS

Purdue's residential and online MSHRM programs are aligned with the current state and future predictions of compensation and benefits, talent acquisition, training and development and performance management. Our curriculum is aligned with the principles and practices of the Society for Human Resource Management (SHRM). Students not only learn the theories but also apply their knowledge to solve real-world challenges during case competitions, consulting projects and internships. Graduates of the MSHRM program gain the knowledge and skills that usually require years of job experience, making them more eligible for promotions and higher salaries.

SPECIALIZED SKILLS

These top specialized skills are conceptual abilities that are often directly related to the job description and can determine your qualification:

- Employee Relations
- Project Management
- Performance Management
- Human Resource Management
- Talent Management
- Finance

SOFTWARE SKILLS

These top software skills reflect the programs and tools that are necessary to carry out day-to-day job functions:

- Microsoft Office Suites
- Human Resource Information System (HRIS)
- Workday
- Applicant Tracking Systems
- SQL
- Dashboard

TOP INDUSTRIES & RECRUITERS

The table below shows the U.S. national volume of open positions and categories for hiring, showing that the leading hiring industry is higher education followed by the government sector. However, Purdue Daniels School graduate students from MSHRM typically go to industry corporations, though a small number of students go to non-profit organizations. Since January 2024, the following organizations have offered internships to our students: Altronic Inc, Atento Capital, Belden, Campbell's, Caterpillar, Collins Aerospace, Dell, dormakaba, IBM, Midea America, Nissan, Sabre, Sazerac, Textron and Trane Technologies.

The following companies recruited our students for human resource professionals full-time: Campbell's, Caterpillar, DocGo, Four Seasons Hotel, IBM, PepsiCo, Sysco, Trane Technologies, TSMC and Wabash.

Industry	Total/Unique Open Positions
Higher Education	2,564/714
Other General Government Support	934/403
Direct Health and Medical Insurance Carriers	442/314
Biological Product Manufacturing	403/303
Employment Placement Agencies	593/278

Industry	Total/Unique Open Positions
Portfolio Management	1,027/260
Pharmaceutical Manufacturing	625/231
Misc Retailers	501/230
General Medical and Surgical Hospitals	410/202
Elementary and Secondary Schools	425/186

Take your next giant leap in the field of human resource management with a master's degree from the Mitch Daniels School of Business. Explore our residential and online program offerings.

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*Data provided by Lightcast & the U.S. Bureau of Labor and Statistics