



Recruitment

Human resources and recruitment are two sides of the same coin, with both industries concerned with getting people into jobs and then keeping them there. The Chartered Institute of Personnel Development tell us more.



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Q What are the Human Resources and Learning & Development sectors all about?

HR (human resources) covers a wide range of interconnected activities, but essentially they're all about generating business performance through people and improving work and working lives. In a nutshell, HR professionals manage the employer-employee relationship, and align an organisation's strategy, culture and people.

The L&D (learning and development) sector is sometimes seen as a specialism of HR but is increasingly seen as a profession in its own right. L&D professionals focus on building capability and knowledge within an organisation, to help meet current and long-term goals.

Q What work is involved in the sector?

HR and L&D professionals work together to recruit, train and develop employees, and look at how they get paid and rewarded. They help to shape the culture and design of their organisations, and focus on what keeps their colleagues happy, healthy, productive and engaged. HR isn't just about day-to-day people management, important though that is. It's also about improving performance and creating the right conditions to deliver business aims both today and in the future.

L&D professionals work with experts in their organisation and often external partners to develop and deliver learning solutions across the organisation. For instance, they might

develop a learning programme of workshops, learning lunches and networking opportunities to ensure that leaders have the capability and knowledge needed for their roles, or design and deliver an induction programme to ensure new recruits have the appropriate understanding of the organisation's services, products and culture.

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What jobs can I do?

Each organisation is unique and the scope of the HR/L&D function adapts accordingly. You should look first for organisations whose values you share. This is an important consideration whatever career you want to pursue. With regards to different types of HR jobs, you can choose between generalist HR positions and a wide variety of specialist roles such as recruitment, resourcing and talent

management; learning and development; organisation development and design; employee relations; employee engagement; or reward and performance.

Q What qualifications do I need to work in HR and L&D?

While no formal qualification is necessarily required to start your career in HR or L&D, most companies will require you to have taken a route to your chosen career (ranging from formal academic qualifications to vocational training) but experience in other business functions is also highly valued.

To develop and enhance your career prospects, the CIPD's internationally recognised qualifications are an established means to develop your knowledge of best practice.

Q What salary can I expect?

According to the CIPD's latest survey of practitioners, two-thirds of those starting in HR (having less than two years of experience) earn between £20,000 and £35,000 per year, while a quarter is paid £15,000 to £20,000. Salaries increase with experience, with half of those past the two-year mark earning between £25,000 and £35,000 per year.

Amongst those specialising in Learning and Development, almost 60% earn more than £30,000 per year after two years in the industry. For those with more experience, when it comes to HR directors who hold a position on company boards, half earn between £50,000 and £99,000 per year, while almost one in five earn in excess of £100,000 per year.