

HUMAN RESOURCES DEMOGRAPHICS



It has been noted that the Human Resources Department seems to be controlled predominately by women. Within the past 40 years, some major changes have been made and women seem to be running Human Resources more than ever before. In fact, in the late 60's, a whopping 60 percent of HR jobs belonged to men which means only a mere 30 percent of women had jobs in the HR department. However, by the late 90's, women were already taking over and about 59 percent of women had jobs in the HR department while only 29 percent of men did. In 2011, women quite obviously continue to dominate this profession.

The reports that came out with this information can be both positive and negative. The reports are positive because it shows that women have come a long way from past centuries where women were typically expected to be homemakers and stay at home moms. Women have now been able to take the place of what was once considered a job made for men. This shows that women continue to thrive in a society where women were once expected not to work. However, while the reports can be positive, they can also be negative because the information provided tends to show the lack of diversity in this particular job field. The reports show that the majority of people working in the HR department are women and that shows there is a lack of men in this field, which could be a problem to some people. It also shows the lack of diversity in the race of the women who work in this field. A little over 90 percent of the women who work in the HR department are Caucasian. There seems to be a major lack of racial diversity.

Aside from these demographics, the report also provides some other important information and statistics about the people who work in this field. Some of the information provided by the study includes certification statistics. In fact, most of the people working in the HR department have more than one certification and are very goal oriented. Education information was also provided which shows that almost 20 percent of people working in the HR department have an MBA (Master of Business Administration). Financial information was listed which gives people an idea of how much someone can make in this job field at entry-level and beyond.

The report touches many more subjects about the HR job field and is nearly one hundred pages long. The report was designed to provide accurate information on the education and experience of people working in this field as well as who they are, how much they make, and what their lifestyle consists of.