For my assignment I interviewed Sherice Rada with Continental Aerospace Technologies which builds general aviation engines in Mobile Alabama. She is a Human Resource Manager and has a team of 6 people that she works with. I wanted to ask questions that were important to me and what I cared about in my future Human Resource career.

1. What are the primary responsibilities of an HR Manager?
   * HR has multiple facets such as, compensation, recruiting and employee relations. The HR manager will oversee all or part of these departments depending on the size of the company. The HR manager also handles employee population and staffing solutions. Whether its complaints or engagement they support the management team with their organizational structure. The HR manager also needs to keep up with state or federal labor laws.
2. What educational background is typically required to become an HR Manager?
   * Business degree or business in administration is typical sometimes with a concentration in Human Resources. Psychology or accounting are in the mix sometimes and sometimes people just fall into HR and find out they are really good at it. Most people that are executives have a Business MBA but usually they are managers or higher.
3. What key skills are essential for success in HR management?
   * Relationships and building relationships. HR personnel must have good EQ, conflict resolutions skills and commination skills.
     1. For resume how do you express EQ? Note that you build relationships within your current role. Steady flow of customers, use relationships to help solve customers’ problems.
4. What are the main challenges HR Managers face in today's workplace?
   * Constant change. Being in HR you are also a change agent. Looking at AI, HR is going to have to be leading with how to incorporate AI in our own jobs. What opportunities is AI going to create? How can we navigate legal, compliance, technology, and cultural change that comes with AI. How are we going to lead the people? How can we advocate for our people?
5. What are the pros and cons of working as an HR Manager?
   * Pros are people and the cons are people.
   * It’s rewarding to help people and a lot of people think of HR as just a job but when you deal with people you must have compassion. It can be difficult when you see something that needs fixed but the ability to do so is not in your hands. HR is challenging and the job is constantly changing, and you are always learning.
   * Developing a culture that is respectful to one another. It can be hard to lay people off especially when they are still doing a good job but maybe the business can’t support itself and be able maintain confidentiality.
6. What strategies can HR Managers use to improve employee retention?
   * Know why the employee is leaving. Are you utilizing an exit survey? Are you giving employee surveys regularly to get feedback and improve culture? More than just an annual survey.
   * Pay and benefits.
   * Is their manager treating them well, are we offering a safe work environment.
7. How has technology impacted the role of an HR Manager? Do you find more HR positions are becoming remote?
   * Depends on the type of company you work for. Technology is driving the workforce right now but you still need to be able to build relationships even from a remote position. If you are in a manufacturing site, you need to be on site most of the time to build those relationships. All the behind-the-scenes work could be done from a remote position. Being able to streamline orientation and virtual orientation with technology has helped greatly.
8. What is the importance of diversity and inclusion in HR practices?
   * Very important to bring people from different cultures together. You want people to be able to work together and people need to learn how to treat others with kindness and respect.
9. How can HR Managers stay updated with the latest labor laws and regulations?
   * There are several ways one is through SHRM certifications. You can also take various trainings throughout the year to keep up. Get a subscription to Bloomberg law about legal preceding and decisions from different suits.
10. What are the most effective ways for HR Managers to support employee development and career growth?
    * Having procedure in place for training and career pathing. Companies are behind in helping employees navigate a career. They may say these are the skills that you need to move in a certain direction but then not provide training for them. This is also a retention strategy.
11. How can HR Managers measure and improve employee engagement and satisfaction?
    * Building relationships with employees
    * Have open communication with your management team and employees.
    * Daily communication about satisfaction such as surveys.
12. What factors contribute most to job satisfaction for HR Managers?
    * Your manager is always a major job satisfaction key. Managers should allow you to have good success and make mistakes to learn from.
    * Company culture, benefit package.
    * What change you can make and what initiatives you get to drive.
13. What are some common signs of job dissatisfaction, and how can they be addressed?
    * Attendance. When people are frustrated in their job their attendance starts to change. They call out or don’t show up or they miss deadlines. Abuse of sick time and FMLA.
14. What strategies can HR Managers implement to ensure they maintain a healthy work/life balance?
    * That is a unicorn question (haha). I think it is important to understand boundaries and what matters to you. Set your boundaries upfront because they can be difficult to maintain when people call you outside of business hours.
    * You may be on projects and bug deadlines that you must meet. It also depends on the type of company you work for. What hours do the employees you support work?
    * Know what you are willing to say yes to and what you need to say no to.
15. How can HR Managers effectively advocate for mental health resources and support within the workplace?
    * Most benefits offer employee assistance programs. Make sure they understand that the program is totally confidential and that it is free. This is a program that is underutilized by most employees.

After my interview with Sherice I was more excited than ever to start my career in Human Resources. I am currently working towards my MPS in Organizational Leadership but I might stay on and also get a MPS in Human Resource Management. I truly enjoy working with people and developing change in the workforce. My biggest concerns were keeping up with the changing laws and staying within the proper guidelines. She helped me feel comfortable that with the right resources that I could be successful in this area. I am very excited to continue to explore human resources and my career and find the right place for me.