

# VANDERBILT MBA CAREERS IN HUMAN & ORG PERFORMANCE

## Companies with Recent Hiring

Amazon	American Express
Cisco	Citi
Deloitte Consulting	Emerson
Hewlett-Packard (HP) Inc.	International Paper
Microsoft	Procter & Gamble

## HOP at Owen

Approximately 10 percent of Owen graduates choose Human and Organizational Performance roles as their next career path. Multiple industries such as **Financial Services**, **Consumer Packaged Goods**, **Manufacturing** and **Technology** highly value MBA graduates in their human resources organization.

A lot of the firms that come to campus recruit HOP students for roles within HR Leadership Development Programs. In addition to corporate HR, some HOP students pursue Human Capital consulting. Deloitte has been an active recruiting partner for their Human Capital practice and there are a growing number of other consulting firms that recruit on-campus for this area. As many firms invest in HOP talent, they are looking for MBAs to think strategically about how best to align people to the goals and strategies of their organizations.



## What Employers Look For

ability to connect business strategy to human capital | analytical skills and experience | professional presence | understanding of change management and organizational process | connecting human capital and the people of an organization with the business strategy | strong presentation, communication and interpersonal skills

### Full-Time HOP Compensation (from the Class of 2016) not including Consulting Compensation

	Base Salary
Median	\$ 96,000
Average	\$ 87,125
High	\$ 105,000
Low	\$ 40,000

# VANDERBILT MBA CAREERS IN HUMAN & ORG PERFORMANCE FAQs

## What can I start doing now if I am a career changer into HOP?



### **When making a career change, you need to be able to articulate the reason for your transition.**

If you are switching into HOP, you need to understand how HR can positively impact an organization as well as come up to speed on basic terminology and market needs. You can do this by attending some of the early HOP programming such as the HOP Symposium or joining Owen's Human and Organizational Performance Association (HOPA) and talking with second-year students about their summer internships. It is also helpful to think through your pre-Owen experience to identify examples of how human capital influenced your firm's business outcomes as well as what it is in your background that sparks your interest in HR. One common misconception about HOP careers is that it is all about an interest in working with people.

While there is a "people" component to HR, the reality is that companies are looking to bring the MBA skill set to their HR organization. The sooner you can make the connection between business results and the people of an organization, the easier it will be to talk to companies about how you can make a difference in their HR organization.

## What does the HOP recruiting timeline look like?

**The recruiting timeline for the majority of HOP roles is accelerated** compared to other functions. On-campus interviews for HOP internships occur primarily in Mod 2, which means you can use Mod 1 to prepare. In Mod 1, you should be engaged with CMC and HOPA, and attending company information sessions to gain a better understanding of the companies, roles and programs that recruit HOP students. In addition to the on-campus component, there will be additional HOP job postings through our recruiting system that may lead to phone or video interviews. The CMC and second-year HOP students will be there to help as you explore your options and manage the quick pace of HOP recruiting.

## How do I get ready for the early recruiting calendar for HOP?

**Organization and time management** will be paramount for readying yourself to do well in the earlier recruiting cycles. Connecting with the CMC and HOPA early is important, so that you can get ramped up quickly in terms of resume and interview prep, as well as function and company research.

There will be multiple events during this timeframe to help you better understand how companies use HOP MBAs in their organizations. In addition, you should read through past HR MBA job descriptions to start familiarizing yourself with terminology. Also, be sure to think introspectively about the reasons HR interests you and the skills that you bring to this area. You will have a lot of support to help you prepare.



### **What should I consider when deciding between consulting and corporate HOP roles?**

- Internal client management vs. external client management.
- Potential variety with clients vs. doing work for one company.
- Likelihood of being able to see things through to completion and the impact in corporate vs. maybe moving onto another project for consulting.
- Lifestyle differences with more frequent travel typical for consultants.

### **Where do first-year students find summer internships?**

- 85 to 90 percent of HOP internships have come from on-campus recruiting.
- Additional opportunities come from alumni referrals or the national career fairs.

### **Should I consider going to one of the national career fairs in the fall?**

- For HOP, the national career fairs will give you a good idea of what companies are looking for in candidates pursuing MBA level roles; however on-campus recruiting is very robust, so it is really up to the individual.

