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Introduction to human services martin pdf

Your company thrives when your people thrive and fight when your people fight. As a business, there are many steps and strategies you can implement to ensure that your team takes full advantage of your work experience and in turn will reciprocate in ways that contribute to your company's success. Your human resources department is responsible for ensuring that your employees get what they need and also serve to bring out the best in them. Human resources, or HR, take care of team management at the human level as human assets as opposed to the level of personnel, which manages people as part of your company's global operating systems. Humans are more complex than machines and are certainly more valuable for their own good and also for the good of what they can bring to their operation. The concept of human resource management recognizes this truth by dedicating an entire department and body of knowledge to the art and science of people's management as people. Human resources address the process of managing people within an organization at a micro and macro level. At the micro level, these are employees as individuals, each with unique needs, strengths and weaknesses. This aspect of human resources requires a compassionate human element of the HR team, who sometimes must navigate sensitive situations, such as talking to an employee about inappropriate behavior or cutting someone's hours because of a bad work ethic. At the macro level, human

resources are concerned with how an organization as a whole relates and takes care of its employees. The macro level covers general personnel policies, such as payment rates, benefits, and protocols for hiring and firing. This aspect of human resources requires attention to detail and an organized mindset. Your human resources department plays a variety of roles in your organization. Some of them are clearly defined and delegated to the HR department. Others, such as interleaving when delicate interpersonal situations arise, can be assumed by human resources at the discretion of the HR department itself and other managers who deal with personnel and the issues associated with them. Of course, your human resources department won't be familiar with all the qualities each department is looking for in the employees it hires, but HR may be responsible for a first pass, including reviewing resumes and having an initial evaluation conversation before recommending a job seeker for an interview with a department manager. Once hired by this employee, human resources take care of onboarding processes, such as the collection of necessary documents and contact information. If you are lucky enough to hire employees who are a good fit for your it's in your best interest to keep them around. Employee retention depends on keeping workers satisfied and offering them opportunities to within the company. The human resources department manages these aspects of your organization, checking with employees about their overall job satisfaction and needs and concerns that should be addressed. Employee benefits are an important aspect of employee retention because workers are more likely to stay in your company if it cares for your basic needs. Benefits such as health insurance and paid sick days also work in the best interests of your company, as your employees will do a better job if they are healthy and rested. Your human resources department does the necessary paperwork for the benefits you offer and also ensures that your employees have the tools and information they need to make the best use of these offerings. No one likes to fire employees, but sometimes it's in the best interest of your general business to drop someone who's dragging overall morale and workflow. In addition to the interpersonal difficulties of the dismissal process, there may be legal measures that need to be taken, such as documenting the conversations that set the stage for action. Human resources are responsible for covering the bases when an employee is fired and can also play the role of having the dhimable conversation. When employees come to terms with your company, your human resources department is responsible for making sure they know what they need to know to find their way and succeed. If your company is large and has many employees, this may involve sitting in the classroom style to communicate the details of policies and expectations. The first days of an employee's term can be spent largely with the HR department taking care of these nuts and bolts. This introduction of HR not only takes care of the necessary practicalities, but also sets the stage for establishing a relationship with the department so that employees can reach human resources personnel when they are having problems with their work or workplace. HR introduction responsibilities may include: Visiting the Facility Introductions to Co-workers Explanations of Bank Account Paperwork for Payroll Providing Training Materials Explaining The Company's Expectations Once its Human Resources Department Has Completed Its Introduction with New Employees, It Should Continue to Monitor Workers Throughout Their Time With The Company , but especially during the early stages of employment. The department should develop a check-in schedule with recent hires about issues or questions, starting with frequent contacts every few weeks and growing increasingly intermittent as an employee makes it familiar and comfortable with the organization. The HR department should also check in with employees annually to see if any contact information or personal information has changed. This is especially important in fiscal time, because a W-4 form that is not current can lead to withholding taxes and expensive penalties. Being proactive in keeping this paperwork up to date saves you problems on the line. Its human resources department is also responsible for orchestrating employee assessments, which can occur annually or more frequently. Department managers should also take a practical role in the evaluation process as they are more familiar with the problems, strengths, and work ethic of their employees. However, human resources should take a leading role in defining the ongoing process and then follow conversations about concerns about broader issues such as attitude and company culture. Human resources work is not for everyone. To accomplish it effectively, you must be oriented and skilled in relating to people. You will be responsible for managing and organizing a series of information, configuring it so that you can not only find things yourself, but so that others who have access to the information can also understand your system. You will also be responsible for dealing with difficult and sensitive situations, including conflict management and performance reviews. If your company is large enough, you can have a human resources team with team members delegated to these different types of tasks. One person may be responsible for benefit information, while another deals with hiring and layoffs. If your business is small enough, other managers may be required to take on some HR roles, such as performance reviews and onboarding. Regardless of who assumes these responsibilities, it is important to know what work needs to be done and perform it regularly. The choice of an online doctorate in human services opens up several career possibilities that other degrees, such as a bachelor's degree or a master's degree, may not. Many aspiring doctoral candidates seek the professional freedom and flexibility given by these diplomas, as graduates can pursue careers in counseling, social work, health and more. Their in-depth understanding of human services organizations, compassion, and advanced leadership training make them ideal candidates for executive and director roles in a variety of these organizations. Human services professionals can also impact on a larger scale, with their education qualifying them to make changes in social policy and develop social services. According to the Bureau of Labor Statistics (BLS), the growing focus on human services and mental health has contributed to tremendous growth in the field. Counseling professions, for example, seek to grow more than three times more than the career average. The AffordableCollegesOnline.org is a site with advertising support. Programs featured or reliable and all search results, locator or school correspondence are for schools that compensate us. This compensation does not influence our independent school rankings, resource guides, or other editorially independent information on this site. Find a program that meets your accessibility, flexibility, and education needs through an accredited online school. Reasons for seeking an online doctorate in Human ServicesEmto that everyone may have different reasons to seek a doctorate in online human services, the field offers some mutual benefits that many graduates can share. The following list includes some of the main reasons why people seek this diploma. LEADERSHIP POSITIONS A combination of your leadership training and in-depth knowledge of human services make those with PhD candidates ideal for leadership and management positions. These careers allow graduates to make an impact and a difference in their area. TEACH Earning a Ph.D. qualifies graduates for a career in academia. They use their research skills and specialized knowledge to add to the scholarship in the field and teach the next generation of human services professionals. SALARY EXPECTATIONS While the average annual salary of mental health counselors is higher than the national average, the highest 10% of professionals in this area earn salaries that almost double the average occupation. With a doctorate, graduates can qualify for these higher-level positions. CAREER GROWTH Due to the growing need for mental health counselors to provide treatment to clients, BLS projects that the mental health counseling profession will grow by 23% by 2026. Other forms of counseling should grow by 16%, which further doubles the average occupancy. CAREER FLEXIBILITY Obtaining a doctorate allows students to focus their training in certain areas of the area, but human services address various professions. This allows graduates to move between fields more freely. What I can do with an online doctorate in Human ServicesA Ph.D. in online human services offers a diverse career path for professionals. In general, all of these professionals work to improve human services around the world and improve access to caregivers, but whether they work on the clinical or research and development sides may depend on the specific degree. For example, an online doctorate in human services typically takes graduates to careers in academia. The focus of heavy research complements the work as teachers and scholars. PhDs on a clinical basis, in turn, tend to lead to careers in human service organizations, whether in management or on the front line. Paths and Salaries of CommonCareerWith such varied career paths, graduates can explore various professions and industries. Although positions differ between states and individual employers, the following list highlights some common careers for human services professionals. COLLAPSE ALL mental health counselors help people manage and treat many mental health disorders and problems. These professionals can seek credentials such as certifications and master's degrees, although doctorates may to facilitate access to management and executive positions. Average annual salary: \$44,600 Rehabilitation Counselors help people with disabilities overcome their personal challenges to live happily and independently. Many employers seek candidates with a master's degree, but PhD holders can earn positions as executives or managers. Average annual salary: \$36,600 These counselors work within school systems to help students and families achieve their educational and career goals. Although most school counselors require a master's degree, a doctorate can provide easier access to management careers or additional leave. Average annual salary: \$56,300 These professionals work with clients to manage and address mental and emotional issues. Although many clinical positions require a master's degree for employment, a doctorate can lead to management and director positions in social service organizations. Average annual salary: \$49,500 Second-year teachers work at colleges, universities, and research centers educating students and conducting research. Employers typically require each candidate to have a doctorate. Average Annual Salary: \$78,500 Source: BLSHuman Services Ph.D. Program Requirements and Results The specifics of a doctorate in human services vary depending on a student's program and choices. The length of the program, structure, and requirements differ between degree types. While an online doctorate in human services typically holds 50-60 credits, students can complete the diploma in 5-7 years. Meanwhile, a clinical-based doctorate usually has 60-75 credits, but it takes 4 to 6 years to complete. The big difference between these programs is that the doctorate usually includes a dissertation and a clinical-based doctorate includes a research project. Both courses may include an internship, but appear much more commonly in clinical doctorates. These degrees also tend to present different admission and face-to-face requirements. In addition to the master's degree and a GPA of 3.0 required by clinical-based doctorates, a doctoral candidate should often provide research proposals for admission. For an online student, a doctorate may require a face-to-face dissertation defense, while the clinical requirements of a doctorate may occur at a specific location near the campus or on an approved local site. Common CoursesThe full course program presents its own curriculum and course options, but certain courses tend to appear throughout most programs. The following list highlights some of the key courses that students can expect to see in their online doctorate in human services. GLOBAL SOCIAL SERVICES Global social services courses examine programs that serve multicultural populations and Around the world. They explore different countries and cultures, and how care policies and strategies differ. Graduates can work in immigration organizations and international human services. Conflict Conflict management courses teach students how to approach disputes and negotiations effectively. They can learn the interpersonal and leadership skills needed for management. Professionals with these skills can leverage the latest research and best practices to work with human service organizations, advisory agencies, and governments. ANALYSIS OF SOCIAL POLICY course offers training in reading and understanding of social policies and laws. Students can study legislation that impacts health, social organizations, and non-profit organizations. Graduates with these skills can work with government, policymakers, and legislators to help shape and change public policies. NON-PROFIT ADMINISTRATION AND MANAGEMENTEso course deals specifically with the leadership of non-profit organizations. Students learn about the operations, legalities, funding, and marketing around these organizations. With this training, they can explore management positions with non-profit and international human services organizations. ADVANCED RESEARCH Combined research courses allow students to deepen their research task. Students can engage with academic and ethical research strategies by examining how clinical work can apply this research. Professionally, while these courses help in many human service careers, they particularly assist in academic and research careers. Other Requirements The Course course makes up only a portion of the undergraduate requirements for an online doctorate in human services. Students need to complete other components to graduate, depending on the program and diploma chosen. The following requirements represent three of the most common elements students can find. DISSERTATION A student seeking a doctorate usually completes a dissertation as one of the central components of the course. These attributions require candidates to conduct thorough research, prepare an article on the subject, and defend their arguments against other scholarships in the field. In many cases, the dissertation takes up approximately two years of graduation. RESEARCH PROJECTEmaough a research project may be required for most degrees, a clinical-based doctorate often presents these projects in place of a dissertation. This allows students to acquire advanced research skills, giving them more time to spend in clinical environments. INTERNSHIPSGrees of all kinds require internships, but appear in doctoral-based clinical programs more often. Internships require students to participate in clinical tasks, applying their training to settings and practical situations. To make the most of an internship, students complete them in the second half of the program. Skills and CompetenciesStudents can acquire many different skills and competencies from an online doctorate in human services, but the following list describes some of the best and most useful communication skills. CommunicationStrong's communication skills will go Far away in many careers, but human services professionals use their interpersonal skills to communicate with clients, organizations, government and legislators. Social Awareness Professionals need social perception to thrive in many human service environments. This allows them to connect with others and understand their unique positions and perspectives. Critical thinking Critical thinking skills allow graduates to use their reasoning and knowledge to better address and solve problems. Critical thinking can come from advanced training, research skills, and understanding of human service operations. Counseling While students seeking careers in counseling organizations can find the greatest use for counseling skills, these skills can help across multiple human service careers. Counseling skills tend to come with interpersonal, negotiation and conflict management skills, too. Leaders Many doctoral programs provide leadership training as part of your curriculum. In an online doctorate in human services, leadership courses help graduates take on management, director and executive roles. CompassionPh.D. students, usually start with compassion, but this becomes more important in counseling professions and human services after graduation. These skills allow professionals to empathize with clients who deal with various disorders and problems. Professional Human Services Organizations In the area of human services, professional organizations provide a variety of resources and benefits for new graduates, experienced veterans, and everyone in between. These associations represent almost all human service careers as they defend, promote and support their professionals and the profession as a whole. They help shape the field by encouraging individual development, best practices, and improving industry standards. Students and recent graduates can acquire scholarships, mentoring and career opportunities from these associations. Similarly, experienced professionals can have access to industry events, publications, and ongoing educational credits with a support. Members can also volunteer or join the association's board to get even more of their memberships. To help find the right organization, we highlight some of the largest industrial human services associations. American Counseling AssociationACA strives to grow and improve the counseling profession by educating, training, and supporting its members. Through the association, members can access industry conferences and events, publications, and industry news. National Organization for Human Services, Given to the improvement of communities in multiple communities, NOHS provides members with access to professional development opportunities, certification, and industry information. The organization also strives to strengthen the sector's social policy and communications. National Association of Social Social seeks to improve the social work industry by supporting individual growth and professional development of its members, developing professional standards and promoting a strong set of social policies. National Council of Non-Profit Organizations As an advocate for non-profit organizations, the National Council works to promote and promote public policies, as well as to support the efforts of various non-profit organizations. Nonprofits can access network resources along with best practices and solutions. The American Health Administration Management AssociationAAHAM advocates for health administration managers and the improvement of health services. The association provides its members with access to training and education, certification and industry information. Information.

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