

# CAREER Mapping

## MANAGEMENT CAREER PROGRESSIONS

Salary data pulled in January 2020 from salary.com using Oklahoma City averages and national averages in parenthesis.

### ENTRY LEVEL MANAGEMENT PROFESSIONALS

BUSINESS SUSTAINABILITY  
\$73,590 (\$77,600)

HUMAN RESOURCE REPRESENTATIVE I  
\$53,633 (\$56,553)



### JUNIOR LEVEL MANAGEMENT PROFESSIONALS

SENIOR BUSINESS SUSTAINABILITY  
\$107,760 (\$113,630)

HUMAN RESOURCE REPRESENTATIVE II  
\$64,790 (\$68,290)



### SENIOR LEVEL MANAGEMENT PROFESSIONALS

HUMAN RESOURCE REPRESENTATIVE III  
\$84,879 (\$84,890)

### SPORTS MANAGEMENT\*\*

\*\*Careers and compensation in this field can vary based on the sports industry and experience. Explore careers in this field using the job resources on the other side.\*\*

### NON-PROFIT\*\*

\*\*Careers and compensation in non-profit can vary based upon location and funding. The Oklahoma Center for Non-profits is a great place to explore careers in this field.\*\*

### TECHNICAL SKILLS:

Ability to plan and delegate	Understanding of business processes and operations
Project management	Ability to delegate and monitor progress
Business acumen	
Industry knowledge	
Critical thinking	

### CAREER COMPETENCIES:

Business insight	Drives engagement
Communicates effectively	Cultivates innovation
Decision quality	Plans and aligns
Develops talent	Builds effective teams
Values differences	Drives vision and purpose

### POSSIBLE INDUSTRIES

Energy	Transportation
Manufacturing	Technology
Healthcare	Tribal Nations
Agriculture	Non-profit
Retail	Sports and Athletics

### DAY IN THE LIFE/ TYPE OF WORK

In **HUMAN RESOURCES**, professionals spend much of their day recruiting applicants, screening profiles, and scheduling interviews. A portion of their day is spent behind a desk, handling compliance, employee engagement, trainings, and payroll. HR is required to have a full understanding of laws and regulations of company guidelines and employee rights. This department is also known to be head of risk management where they assess various threats and develop a process that will minimize or elude issues that would affect individual employees, groups of employees, and the company as a whole. Through their effective management processes, the HR department is able to gain a competitive advantage for their company.

In **NON-PROFIT** fields, the most well-known attribute is the amount of fundraising involved. Much of the goals require a heavy amount of donors and other contributors who are as passionate about the direction the organization is going as are its founders. Financials and operational duties are also a significant piece of a non-profit's ability to succeed. In this type of



management, it is especially important to excel in relational intentionality. A fairly large amount of time is spent connecting with donors and brainstorming with a team on the most effective approaches to use to meet the end goal.

Major responsibilities in **SPORTS MANAGEMENT** include having an understanding of business operations, creating player and coaching contracts, managing the budget of the organization, understanding statistics, and providing the players with healthy nutrition and proper training. In Sports Management, there are many subfields that offer exposure to the sport, but may not be directly involved with players on a day-to-day basis. There are areas such as marketing, sports economics, finance, event set-up and then office-setting jobs that are needed to make the sports industry thrive.

## MANAGEMENT

### WHERE MANAGEMENT FITS IN THE WORLD

People focused. Goal oriented. Values operations. Management is an ability to influence, motivate, and empower people through an organized vision and direction to achieve outcomes of success for the organization. It is important to have a vast amount of knowledge of how businesses function and when it is appropriate to use people to accomplish goals and objectives. People in management may be expected to set goals and deadlines and prepare and review operational reports and schedules to ensure accuracy and efficiency within their organization.

### SAMPLE ENTRY LEVEL JOB TITLES

Management Trainee  
Recruiter  
Assistant Manager  
Human Resources Generalist  
Consulting Associate  
Human Resources Coordinator

Inventory Management Technician  
Assistant Project Management  
Sales Manager  
Production Manager  
Supply Chain Analyst



## POTENTIAL EMPLOYER SAMPLE

- |   |                                       |   |
|---|---------------------------------------|---|
| Academy Sports Outdoors                       | Enseo                                 | Baysinger and Green                     |
| Ad agency                                     | Enterprise Rent-a-Car                 | Propac Agency                           |
| Advance Research Chemicals                    | Eskimo Joe's                          | Qdoba Restaurant Corpora-<br>tion       |
| Aerotek                                       | Evans Drug Store                      | Qualtrics                               |
| American Airlines                             | Farmer's Insurance                    | QuikTrip                                |
| American Century Invest-<br>ments             | Ferguson Enterprises                  | Radiant Events Management               |
| American Roofing and<br>Construction          | FIS global                            | Saudi Aramco Company                    |
| Anheuser-Busch InBev                          | Frisco RoughRiders                    | Sco-Jo Land Resources                   |
| AppDynamics                                   | GDH Consulting                        | Sewell Lexus                            |
| ApplusRTD                                     | Genesse Photo systems                 | Sheet Metal Manufacturer                |
| Armstrong Flooring                            | Goosehead Insurance Agency            | Sherwin Williams Automotive<br>Finishes |
| Ascent Leadership Program                     | Group 1 Automotive                    | Sherwin-Williams                        |
| Bankston May Associates,<br>Inc.              | Hilti                                 | Shire                                   |
| Bell Helicopter                               | Hiwatt Creative                       | Sierra Hamilton                         |
| Best Buy                                      | Honeywell VOP                         | Skeeter Boats                           |
| Big Lots Stores                               | Houstan Texans                        | SONIC Drive-In                          |
| Billingsley Company                           | Inceed                                | Southwest Airlines                      |
| Brainerd Chemical Co.                         | J. B. Hunt                            | SparkHound                              |
| BSN Sports                                    | Jenks Public Schools                  | Streetlane Homes                        |
| Cactus Drilling Company                       | JHS Packaging                         | Student Mobilization                    |
| Calamity Janes Apparel                        | JW Logistics LLC                      | Terex Corporation                       |
| Catalyst                                      | KKY & TBS National Head-<br>quarters  | Texas Christian University              |
| Central Electric Cooperative                  | Last Word on Sports                   | Texas Motor Speedway                    |
| Cerner  | Level 3 Communications                | Texas Rangers                           |
| Chicago White Sox                             | Lockton Companies                     | texCap Insurance                        |
| Chimi's Restaurant Group                      | Loves Travel and Country<br>Stores    | Textron Aviation                        |
| Cincinnati Reds                               | Marcus Hotels & Resorts               | The First Tee                           |
| Cintas  | McElroy Manufacturing                 | The Social Order Dining<br>Collective   |
| Clifford Power Systems, Inc.                  | Melton Truck Lines                    | The TJX Companies                       |
| CNA Financial Corporation                     | Mercy                                 | Tiger Natural Gas                       |
| CocaCola Enterprises                          | MI3 Center                            | Trident Construction                    |
| ConnectDFW                                    | MLB.com                               | True Smile Orthodontics                 |
| Cornerstone Professional<br>Payroll Solutions | Modern Woodmen Financial              | Tule River Education Depart-<br>ment    |
| CP Energy                                     | National Student Leadership<br>Nextep | Tulsa Drillers Baseball                 |
| Cust-O-Fab                                    | Northwestern Mutual Life              | Ultra                                   |
| Dell, Inc                                     | O&M Restaurant Group                  | United States Air Force                 |
| Demuth Lawn Service                           | OAA - The Total Solution              | United States Army                      |
| Destin Charity Wine Auction<br>Foundation     | Oklahoma City Public Schools          | United States Navy                      |
| DexMedia                                      | Oklahoma State University             | University of Oklahoma                  |
| Ditch Witch                                   | Omni Hotels                           | Verizon                                 |
| Dover Artificial Lift                         | ONEOK                                 | Veterans Affairs                        |
| DTI LLC                                       | Operation Breakthrough                | Viscosity North America                 |
| Dupree Sports and Screen-<br>printing         | ORS Nasco                             | Vmware                                  |
| E&J Gallo                                     | Osage Casinos                         | Walmart                                 |
| EASi  | Osage Nation                          | Walt Disney Company                     |
| Energy Products LLC                           | Paycom                                | Wild stallion vineyards                 |
| Energy Transfer                               | PennWell                              | William Co                              |
|   | Penske                                |   |
|   | PepsiCo                               |   |
|   | Pierce Couch Hendrickson              |   |

## PROFESSIONAL ORGANIZATIONS

HR Certification Institute  
<https://www.hrci.org/>

SHRM  
<https://www.shrm.org/>

Oklahoma Center for Nonprofits  
<https://www.oklahomacenterfornonprofits.org/>

American Management Association  
<https://www.amanet.org/>

Strategic Management Society  
<https://www.strategicmanagement.net/>

## STUDENT/OKLAHOMA STATE UNIVERSITY ORGANIZATIONS

Human Resource  
Management Association  
<https://www.shrm.org/>

Sports Management Club  
<https://business.okstate.edu/undergraduate/student-organizations.html>

## JOB RESOURCES

Management Jobs  
[topusajobs.com](http://topusajobs.com)

Careers in HR Management  
[shrm.org/jobs](http://shrm.org/jobs)

Sports Jobs  
[teamworkonline.com](http://teamworkonline.com)

Careers in Retail  
[allretailjobs.com](http://allretailjobs.com)

Simply Hired  
[simplyhired.com](http://simplyhired.com)

The Association for Talent  
Development  
[astd.org](http://astd.org)

National Collegiate Athletic  
Association  
[ncaa.org](http://ncaa.org)

International Non-Profit  
Information  
[idealist.org](http://idealist.org)

## CAREER RESOURCES FOR MANAGEMENT

- Human resources
- Operations management
- Sports management
- Retail management
- Professional sports
- Recruiting
- Benefits and compensation



The Bureau of Labor Statistics estimates the employment of management occupations is projected to grow **7 PERCENT** from 2018 to 2028, faster than the average for all occupations, which will result in about 706,900 new jobs.



**EASTIN CENTER FOR CAREER READINESS**  
Spears School of Business