

SHRM survey: If you're an HR generalist, you're in demand

Human resource generalists are the most sought-after HR professionals, with 55% of respondents to a new Society for Human Resource Management (SHRM) survey who are hiring HR talent saying they were hiring for the position.

SHRM's summer 2015 HR Jobs Pulse Survey Report found that almost one-quarter (24%) of companies that are hiring are seeking HR professionals with employment/recruitment skills. That category was followed by people with benefits experience (16%), employee relations skills (13%) and training/development skills (13%).

However, only 27% of respondents said their organizations were hiring for HR positions. This number is unchanged from December 2014 and up from 20% in January 2014.

According to the report, only 1% of small companies (99 or fewer employees) are hiring, while nearly two-thirds of employers with 25,000 or more workers are hiring for HR jobs.

"Larger companies employ more HR professionals so it makes sense that they are more likely to report that they are trying to fill HR positions, especially during a jobs recovery, said Jen Schramm, SHRM's manager of workforce trends.

Who's getting hired in HR?

Top functions sought by employers hiring HR talent

HR generalist **55%**

Recruiting **24%**

Benefits **16%**

Employee relations **13%**

Training **13%**

Source: SHRM HR Jobs Pulse Survey Report, July 2015