



The Many Roles Managers Play

Each business sector has its own organizational structures and within these structures, managers play varying roles in the day to day operations. As such, the educational and experience requirements vary from each industry as well. Some of the more broad descriptions are outlined here.

Generally, managers are expected to supervise employees, manage daily operations, and resolve personnel issues (including new hires and terminations), conducting interviews and a myriad of other responsibilities. Managers almost always act as the liaison between the general public and company employees, at least in those companies that have direct contact with the public. "Must have's" include [leadership abilities](#), multitasking abilities, honesty, dedication and a commitment to ethics. Management positions can sometimes be stressful and often require quick decisions made under pressure. Ever present is the mandatory and closely monitored state and federal compliances. Each industry has its own guidelines, but many managers find themselves working with such agencies as OSHA, Equal [Employment](#) Agencies and state compliance regulators. Managers must also remain abreast of changes in standard operating procedures and other company changes.

The economy, in its current state, will require an additional layer of patience and stress management. With the record numbers of job layoffs, rising costs and even home foreclosures, many employees are nearing their own breaking points. Unfortunately, these stresses often overspill into the workplace. An effective manager recognizes this and can provide real solutions to ensure his company's work demand is being met while remaining objective and sensitive to employees' needs. Managers need to project a sense of hopefulness in a less than perfect economy. Flexibility and compassion, although not always part of a traditional [job description](#), are beneficial at times. These open approaches and awareness to surroundings are often what defines a great member of [management roles](#).

Naturally, salaries will vary greatly based on a number of factors, including experience, job sector, the economy and level of responsibility. It's fair to say those in retail management might earn considerably less than those in dangerous warehouse management. Medical insurance benefits, retirement and vacations are usually provided to the right candidates and many employers, in their efforts to offset the shrinking financial incentives, will offer many managers the options of telecommuting when time allows and even personal days as an effort to offset the many hours managers typically put in on a weekly basis.

Another perk might include company participation in an educational reimbursement program. Often, employers will agree to send management to continuing education courses and will cover the costs entirely or on a sliding scale based on grades (100% reimbursement for A's, 90% for B's, etc.). Companies know the investments they have in their management members and work hard to ensure they retain their investments. Usually, the only requirement is that employees choose those courses that will provide a benefit to the employer upon completion.

Some of the fastest growing needs include human resources management members, payroll managers and retail managers. These specific areas have the most rapidly growing demand. It is not surprising that due to the numbers of layoffs and other economic factors each region of the country can often tell the tale of which companies are hiring. There are more management job opportunities out west due to continued construction efforts, while the northeast is currently tackling the financial sector, thereby making management positions available within this realm. The southeast continues with its oil refineries.

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