

Considering a Management Trainee Position

If you have been conducting a job search in the past few months you've probably noticed that more and more organizations are hiring for management trainee positions. However, you may be unsure of just what exactly is a management trainee position.

The current trend in the job market shows employers either seeking job candidates with very specific skills, such as computer programming, or hiring new employees into management training programs. Typically, management trainee programs are in the finance, trade, and services industries.

The purpose of these programs is to educate management candidates in all aspects of both the company and the industry. It allows an employer to groom people for various management positions throughout the entire organization. Usually, Management Trainees will rotate through all or a few of the various departments/divisions working anywhere from a few weeks to a few months in each area. Some employers even offer an international rotation.

Through these various rotations, an employer can build upon your already existing skills, such as time management, leadership, interpersonal, and analytical skills, and teach you new skills that will be needed for your career within the company. Trainee positions are entry-level leading to middle- and upper-level management careers with the organization.

Cintas Corporation has a good example of a successful management training program. According to Sharon Lindsay, a Human Resource Manager for Cintas, "Top performing recent college graduates are selected to enter our progressive, two-year Management Trainee Program. Throughout the program, our goal is to promote and nurture personal and professional development so that our

Management Trainees can succeed in a Cintas management career path." The program has been so successful for Cintas that they now hire over 200 people into Management Trainee positions each year.



Some of the employers who recruit at Southern Miss for Management Trainee positions:

- AmSouth Bank
- BancorpSouth
- Cintas Corporation
- Consolidated Electrical Distributors (CED)
- Enterprise Rent-A-Car
- Hol-Mac Corporation
- Hood Industries
- Hyatt Regency
- Kroger Company
- New Orleans Marriott
- Norfolk Southern
- Penske Truck Leasing
- Sherwin Williams
- Stribling Equipment
- Trustmark National Bank
- Walgreens

Jobs Recently Posted With Career Services

Use the Job ID # to look up each job in Eagle Advantage
 New opportunities and schedules are added every day. Log into Eagle Advantage for more information.

Co-op/Internship

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|--|---------------------------------------|
| #1358 Marketing Internship | Aramark |
| #1905 Human Resources Internship | Pine Belt Mental Healthcare Resources |
| #1849 Multicultural Advertising Intern | Amer. Assoc. of Advertising Agencies |

Full-Time

- | | |
|--|-------------------------------------|
| #1912 Financial Analyst-Payroll and Benefits | Fulton County School System |
| #1844 Territory Manager | Blue Bell Creameries |
| #1831 Systems Analyst | South MS Electric Power Association |
| #1892 Staff Accountant | Isle of Capri Casino |
| #1908 Management Trainee | Cintas Corporation |
| #1904 Store Management | Tommy Hilfiger Outlet |
| #1857 Area Manager Trainee | Wal-Mart Distribution Center |

What Does Job Satisfaction Mean To You?

Top Five “Very Important” Job Satisfaction Aspects for Employees by Age

AGE	1 st	2 nd	3 rd	4 th	5 th
35 and Younger	Benefits 71%	Compensation/Pay 69%	Feeling Safe 63%	Work/Life Balance 62%	Job Security 62%
36 to 55	Benefits 69%	Compensation/Pay 64%	Feeling Safe 62%	Work/Life Balance 61%	Job Security 61%
56 and Older	Benefits 58%	Feeling Safe 58%	Job Security 55%	Communication 49%	Compensation/Pay 48%

Source: SHRM®/CNNfn Job Satisfaction Survey Report 2004

Top Five “Very Important” Job Satisfaction Aspects for Employees by Gender

GENDER	1 st	2 nd	3 rd	4 th	5 th
Male	Benefits 66%	Compensation/Pay 61%	Job Security 57%	Work/Life Balance 53%	Feeling Safe 52%
Female	Feeling Safe 71%	Benefits 69%	Compensation/Pay 64%	Job Security 63%	Work/Life Balance 61%

Source: SHRM®/CNNfn Job Satisfaction Survey Report 2004