



# MANAGEMENT

## ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCES

A concentration in Organizational Behavior and Human Resource Management prepares students to understand human behavior in the context of organizations. The insights learned in this concentration apply to all stages of human interaction in organizations from recruitment of employees to training, management, and separation. Students also learn about the roles of managers in organizations, including leadership, motivation, team development, learning, negotiation, managing diversity, and decision-making.

There are many jobs that employ students trained in Organizational Behavior and Human Resource Management, ranging from top managerial roles to positions as recruiters, analysts, or consultants. Some students also decide to start their own entrepreneurial ventures or to join a startup team. Courses in this concentration draw on the use of multiple teaching methods, including case studies, experiential learning, and classroom experiments, to help students develop the necessary skills in analytical thinking and problem solving to succeed in the field.

### SKILLS

#### TECHNICAL

- **Develop** superior knowledge of MS Excel.
- **Gain** experience in recruiting strategy and applicant screening.
- **Understand** the role of training and how to use it effectively.
- **Learn** the various local, state and federal laws and regulatory agencies that govern employment practices.

#### SOFT

- **Analytical Skills:** Ability to deal sensitively with confidential material and analyze its contents.
- **Communication Skills:** Ability to build a network of relationships within and outside of the organization.
- **Interpersonal Skills:** Ability to converse comfortably with prospective and current employees of all education levels.

### GET INVOLVED

- Alpha Kappa Psi
- Association of Latino Professionals for America
- Delta Sigma Pi
- Future Business Leader of America - Phi Beta Lambda
- Latino Business Student Association
- Management Information Systems Society at UCR
- Phi Chi Theta
- Undergraduate Business Association





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**CAREERS**

**EMPLOYERS**



**Deloitte.**



**TARGET**



**PEPSICO**



**KOHL'S**

**ENTRY-LEVEL**

HR Specialist  
Development Specialist  
Payroll Specialist  
Recruiter

**MID-LEVEL**

Org. Development Manager  
Payroll Manager  
Recruiting Manager  
Senior HR Specialist

**EXECUTIVE-LEVEL**

VP of Org. Development  
VP of Human Resource  
Director of Human Resource  
Chief HR Officer

*\*Salaries are highly dependent on location, company type, candidate experience / education. For the purposes of this guide we are providing average starting salaries of certain careers as determined by the National Association of Colleges and Employers (NACE), overall average salaries as determined by the U.S. Bureau of Labor Statistics (BLS), as well as supplemental information found from various industry-specific sources.*

**FOR MORE INFORMATION**

**JOBS AND INTERNSHIP SITES**

HANDSHAKE.UCR.EDU  
INDEED.COM  
LINKEDIN.COM

**INDUSTRY RESEARCH**

Society for HR Management  
HR Certification Institute  
WorldatWork

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