



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





School of Business
A. GARY ANDERSON GRADUATE
SCHOOL OF MANAGEMENT

UNDERGRADUATE OFFICE

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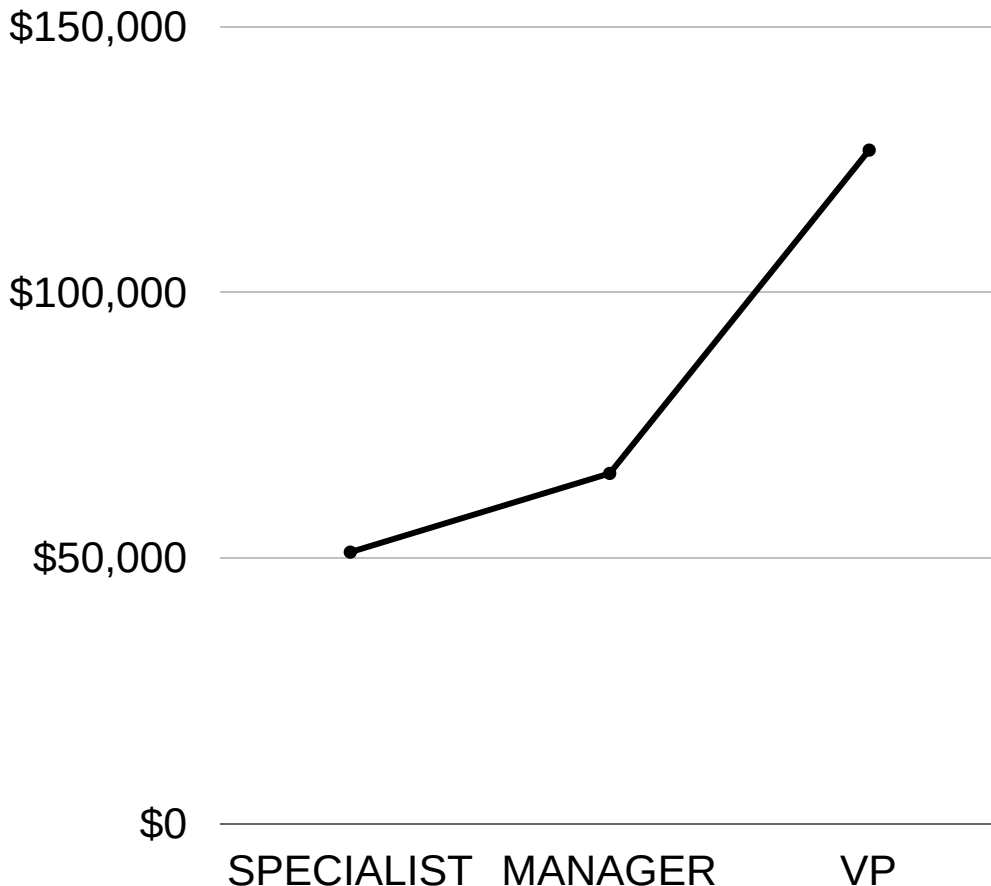
BUSINESS.UCR.EDU

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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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