

Organizational Behavior/Human Resources

Typically the amount of prior work experience plays an integral role in the level with which you are hired within an organization. Whether you are a career starter, career switcher or career enhancer, Katz alumni research shows that those who concentrated in finance are hired into the following functional areas:

[HR Management](#)

[General Management](#)

[HR/Management Consulting](#)

Co-Curricular activities

Since your ultimate goal is to find a job upon graduation, you should pay particular attention to things that differentiate you from other MBA candidates on your resume. The below co-curricular activities can be utilized to not only differentiate you, but to also showcase your teamwork and leadership abilities.

Professional organizations

Outside of Katz, there are some local professional associations that can provide excellent networking opportunities and also look great on your resume.

[Society for Human Resource Management \(SHRM\)](#)

[American Society of Training and Development \(ASTD\)](#)

[Academy of Human Resource Development \(AHRD\)](#)

External Certifications

[Professional Human Resources \(PHR\)](#)

[Senior Professional Human Resources \(SPHR\)](#)

[Global Professional Human Resources \(GPHR\)](#)

Clubs

The Human Resources club and Consulting club are ideal for HR/OB concentrations.

Additional Professional Resources

[Interview Prep](#)

HR Management

There are many different areas within Human Resources Management that MBAs can specialize. The career path usually leads to VP level positions. Some potential job titles include: HR generalist, staff recruiter/talent acquisition manager, employment practices manager, senior HRIS analyst/HRIS administrator, HR coordinator (benefits/payroll), employee benefits manager, training and development manager, labor relations manager, human resources manager/HR director, senior corporate human resources manager. To be in human resources management, you need to be able to have empathy and compassion for others and also have the ability to discipline and even terminate employees if necessary.

Suggested courses

Courses	Credits	Term likely to be offered
BHRM 2023-Human Resources Planning and Strategy 1	1.5	Fall
BHRM 2024-Human Resources Planning and Strategy 2	1.5	Fall
BOAH 2421-Human Resources for Competitive Advantage	1.5	Spring
BOAH 2522-Staffing Organizations	1.5	Spring
BOAH 2522-Compensation	1.5	Spring
BOAH 2532-Negotiations, Teamwork, and Change 1	1.5	Fall/Spring/Summer
BIND 2400-Consulting Field Project	3.0	Fall/Spring

HR/Management Consulting

These types of positions usually lead to partner/senior partner in a professional services firm. Some notable firms include: Deloitte, Mercer HR Consulting, McKinsey, Towers Watson, PricewaterhouseCoopers, IBM Global Services, and Buck Consulting. However, there are numerous HR Consulting firms. Some potential job titles include: senior executive compensation consultant, HR effectiveness (HRIS)/senior associate, human capital consultant/talent management, business transformation/change management consultant, principal consultant/human capital group. Also, keep in mind that HR consultants tend to work long hours and travel extensively.

CORE competencies that need to be demonstrated for careers in human resources include: planning and prioritization, project management, technical/business savvy, analytic problem solving and critical thinking, leadership & team skills, change management, talent management and negotiations.

Suggested courses

Courses	Credits	Term likely to be offered
BHRM 2023-Human Resources Planning and Strategy 1	1.5	Fall
BOAH 2421-Human Resources for Competitive Advantage	1.5	Spring
BOAH 2522-Compensation	1.5	Spring
BOAH 2527-Cross Cultural Dimensions of International Management	1.5	Spring
BOAH 2532-Negotiations, Teamwork, and Change 1	1.5	Fall/Spring/Summer
BIND 2400-Consulting Field Project	3.0	Fall/Spring