A concentration in organizational behavior offers opportunities within a variety of disciplines. In OB, students learn about how organizations and individuals behave. In order to affect the practice of management and leadership, students gain skills to analyze the individual, the group, the organization, and the environmental context, and recognize the crucial interactions across all four domains. By using a range of innovative methods in the teaching and practicing of OB, the goal is to understand how to begin to recognize and improve the performance of organizations and individuals.

Joint coursework with other business areas increases an understanding of organizations and areas within organizations from multiple perspectives. Popular dual concentrations could include management and information systems, strategy & innovation, and international management. Additionally, many students also seek minors outside of Questrom and interest can range based on the area most interested in. For all available minors, please visit the Boston University programs website found [here](#).

For more information on required courses please visit [HERE](#).

### HUMAN RESOURCE MANAGEMENT

Human Resource Managers operate in organizations across industries and sectors (public, private, for-profit, non-profit, etc.). They work to ensure that the organization hires, trains, and retains qualified and reliable workers. Along with recruiting, hiring, onboarding and training new employees, HR employees may also be responsible for managing compensation and benefits, developing and enforcing company policies and procedures, and strategic consulting within the organization on human resource related issues such as organization design, structure, skill gap analysis, talent management, employee engagement, organizational culture and change management. Careers include Recruiter, HR Specialist, Parole and Benefits and Training and Development.

### MANAGEMENT CONSULTING

Management consultants work with organizations to make their businesses thrive. Management consultants are strategic thinkers, hired by organizations to analyze their business processes and operations, as well as to assess relevant market trends and what competitors are doing so that they can advise the organization on how to improve performance and productivity. As a result of the business analysis, management consultants may also work with the client to implement solutions and initiatives. Management consultants typically work in teams, and work closely with the client/customer on each project. Careers include Organizational Change Management Consultants, Strategy Consultants and Analysts.

### SOCIAL IMPACT

If you are interested in applying your business education to a career that has a positive impact in the world, there are many opportunities to do so. For example, there are social impact career opportunities in the public, nonprofit and corporate sectors, as well as in areas such as Energy and Environmental Sustainability, Socially Responsible Investing, Social Entrepreneurship, Education, Healthcare, Global Development. Careers include Program Coordinator, Fundraising and Development and Project and Client Relations Specialist.

### BUSINESS DEVELOPMENT

Human Resource Managers operate in organizations across industries and sectors (public, private, for-profit, non-profit, etc.). They work to ensure that the organization hires, trains, and retains qualified and reliable workers. Along with recruiting, hiring, onboarding and training new employees, HR employees may also be responsible for managing compensation and benefits, developing and enforcing company policies and procedures, and strategic consulting within the organization on human resource related issues such as organization design, structure, skill gap analysis, talent management, employee engagement, organizational culture and change management. Careers include Recruiter, HR Specialist, Parole and Benefits and Training and Development.
A concentration in Organizational Behavior prepares you for a variety of career paths that typically require individuals to possess a thorough understanding of the complexities of business environments. Some careers require working as part of the managerial staff to resolve organizational issues, solve complex business problems as a management consultant, or relate to employees as a human resources professional. Seek experiences or projects in which you perform tasks such as evaluating applicants, working as part of a team, presenting, selling, teaching, supervising, managing databases and organizing large amounts of paperwork and/or on-line documents.

Many Questrom students choose typical career paths associated with this major. However, some graduates choose unrelated careers that utilize skills and experiences developed during their time in college. Some fields may require further training or study. Below are a small sample of career paths, but is not a comprehensive list of all the options.

- **Human Resources**
  - Benefits Analyst
  - Human Resource Planner
  - Job Analyst
  - Compensation Analyst
  - EEO/Affirmative Action Planner
  - Performance Appraiser/Succession Planner
  - Employee Relations
  - Recruiting/Placement/Staffing
  - Training

- **Training and Development**
  - Technology Training
  - Industrial Training

- **Non-Profit**
  - Development
  - Programming
  - Administration
  - Teaching

- **Retail/Corporate**
  - Management
  - Research

- **Leadership Development Programs**
  - Management Leadership Development Program
  - Renewable Energy Leadership Development Program
  - Human Resources, Communications, and Branding Analyst Program
  - International Recruitment & Development Program

**Rotational and Leadership Development programs are usually 2-3 year training programs that can be valuable for undergraduates to launch into their career. More information about the types of programs and the industries they are available in can be found on the Feld Center’s site HERE**
**Questrom/BU Clubs:** Questrom/BU Clubs: Joining clubs is a great way to gain experience and build your professional network. Below are specific club(s) within Questrom for those interested in OB. For a complete list of business specific Questrom Clubs, please visit [here](#) and for a list of BU wide clubs that offer organizations across larger interest areas ranging from health to nonprofits, please visit [here](#).

- Boston University Consulting Group
- herNetwork
- Questrom Student Government

**Faculty Concentration Liaison:** [Sandi Deacon](#)

**Professional Associations:** Professional Associations exist on the regional and national level. They host national conferences discussing relevant topics, networking events and training and professional development opportunities. If you are interested in careers in OB here are some professional associations, you may want to consider joining:

- American Society for Training and Development
- Society for Human Resources Management

**LinkedIn Groups:** LinkedIn is a crucial part of anyone’s job search and networking strategy. Using LinkedIn groups, you can develop more targeted networks for various criteria including location, industry, function and more! Below is a list of sample LinkedIn groups OB concentrators may want to consider, for more assistance on using this feature please make an appointment with a UDC Career Advisor at [bu.joinhandshake.com](#):

- Leadership & Organizational Psychology
- Organizational Behavior Management in Action
- Linked:HR

**NEXT STEPS**

You can use your accounting degree in a number of different industries, below is a list of sample employers that recruit at Questrom and are looking for students who concentrated in organizational behavior:

- Aramark
- Booz Allen Hamilton
- Cognizant
- Deloitte Consulting
- Enterprise Rent-A-Car
- FactSet
- Forrester Research
- HSBC
- Liberty Mutual
- Mercer Human Resource Consulting
- Medix Staffing Solutions
- NStar
- New Balance
- Phillips Electronics
- Target Corporation
- Teach for America
- Zoom Technical Services

**POPULAR EMPLOYERS**

**INTERNSHIP AND JOB SEARCH RESOURCES**

- Vault
- Pardee Library
- Indeed
- Simply Hired
- Internships
- Glassdoor