

# MANAGEMENT & ORGANIZATIONS CONCENTRATION GUIDE

A concentration in Management & Organizations offers opportunities within a variety of disciplines.

In Management & Organizations, 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 Management & Organizations, 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 Information Systems, Strategy, or Global Business. 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 about required courses and to contact the Concentration Faculty Advisor, please visit [here](#).**

## MANAGEMENT OF HUMAN CAPITAL (HUMAN RESOURCE MANAGEMENT)

Human Capital and HR Managers operate in organizations across industries and sectors (public, private, for-profit, non-profit, etc.) working to ensure that the organization hires, trains, and retains qualified and reliable workers. Along with recruiting, hiring, onboarding and training new employees, Human Capital 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:** HR Specialist, Recruiter, Culture Officer, Payroll and Benefits, Organizational Effectiveness, Diversity, Equity and Inclusion, Training and Development, E-learning developer, Learning and Development, Leadership Development Programs

## SOCIAL IMPACT/ NONPROFIT

A well-managed social enterprise can translate idealism into action. It can help create a world that is more sustainable, more compassionate, and more just. If you are interested in a career aimed at making positive impact in the world, then the Social Impact Pathway is for you. Concentrators learn about launching, leading, and growing an enterprise—nonprofit or for-profit—whose primary goal is social impact. They go on to pursue 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, Program Development, Project, Client Relations Specialist

## 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, Business Consulting Analysts

## DUAL CONCENTRATION PATHWAYS

For dual concentrators, the M&O concentration is a key differentiator and opens additional career pathways such as Management Consulting and Cyber Security. M&O dual concentrators frequently have an additional advantage in the hiring process and are accelerated into leadership positions in their careers.

### M&O AND INFORMATION SYSTEMS

**Careers Include:** Cybersecurity Analyst, Human Resource Information Systems Specialists, People Analytics

### M&O AND MARKETING

**Careers Include:** Assistant Brand Manager, Consumer Marketing Coordinator, Campus Recruiter for Retail & Merchandising, Marketing Analyst

### M&O AND LAW

**Careers Include:** Intellectual Property Specialist, Corporate Paralegal, Human Resource Specialist in Law Firm

### M&O AND ACCOUNTING

**Careers Include:** Managerial roles within a corporation/entity, Supervisory positions early in their career

## CLASSES TO CAREER GRID

Interested in seeing how different career paths connect back to the classes you take? Take a look at the grid below to help you strategize which classes will help you build the skills and knowledge you need to meet your career goals.

CLASS	HUMAN CAPITAL MANAGEMENT (HR)	SOCIAL IMPACT/ NONPROFIT	MANAGEMENT CONSULTING	DUAL CONCENTRATIONS
MO 460 Leadership Challenge	×	×	×	×
MO 356 Leadership & Management of Social Enterprises	×	×	×	×
MO 430 Leading in a Global Environment	×	×	×	×
MO 441 Management of Human Capital	×	×	×	×
MO 442 Leveraging Diversity for Team Performance	×	×	×	×
MO 448 Negotiations	×	×	×	×
MO 498 Directed Study	×			
LA 355 Employment Law	×	×		×
IS 467 Agile Development Methodologies				×
MK 345 Consumer Insights				×
PL 350 The Psychology of Decision Making		×	×	
SI 451 Organizing for Design & Innovation			×	×
SI 453 Strategies for Environmental Sustainability		×		
SI 456 Social Entrepreneurship & Sustainable Impact		×		
OM 353 Project Management				×
AC 445 Advanced Managerial Accounting				×

## INTERNSHIP AND JOB SEARCH RESOURCES

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- [Vault](#)
- [Pardee Library](#)
- [Indeed](#)
- [Simply Hired](#)
- [Internships](#)
- [Glassdoor](#)
- [HR.com](#)
- [Evil HR Lady](#)
- [The Society for Human Resource Management](#)
- [HR Crossing](#)

## POPULAR EMPLOYERS

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Accenture

Liberty Mutual

Aramark

Lincoln Financial

Bank of America

Mercer Human Resource

Citizens Bank

Medix Staffing Solutions

Cognizant

New Balance

Deloitte Consulting

Philips Electronics

Enterprise Rent-A-Car

PWC

EY

Target Corporation

FactSet

Teach for America

Fidelity

Towers Watson

Forrester Research

Wayfair

Google

Zoom Technical Services

HSBC

Johnson & Johnson

## NEXT STEPS

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### QUESTROM/BU CLUBS

Questrom/BU Clubs: Joining clubs is a great way to gain experience and build your professional network.

Below are specific clubs within Questrom for those interested in Management & Organizations. 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](#)

### 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 in careers in Management & Organizations here are some professional associations, you may want to consider joining:

- [American Society for Training and Development](#)
- [Society for Human Resources Management](#)
- [National Association of African Americans in Human Resources \(NAAAHR\)](#)

### 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 Management & Organizations 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](http://bu.joinhandshake.com).

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