

CONCENTRATION IN

HUMAN RESOURCE MANAGEMENT

The Human Resource Management concentration at Boston College gives students the opportunity to learn about various employee management functions. The development of programs to reduce turnover, forecast human resource needs, and create coherent career tracks is critical to the success of companies competing in the international arena. Just as it would be unthinkable for a modern manager to be computer illiterate, managers without a solid background in human resources management will not be as effective as those with a strong knowledge of human resources management.

The concentration is completed by taking four courses beyond the required courses in the Carroll School of Management Core, which includes MB021 Organizational Behavior or MB031 Organizational Behavior - Honors. MB110 Human Resources Management is the first course in the concentration, and MB313 Research Methods for Management is also required. Students must choose at least two electives from a variety of courses.

Required of all concentrators:

- MB021 Organizational Behavior or MB031 Organizational Behavior - Honors
- MB110 Human Resources Management
- MB313 Research Methods for Management

Electives:

- MB111 Ethical Leadership Skills
- MB119 Communication and Personal Branding
- MB123 Negotiation
- MB127 Leadership
- MB130: Leading Organizational Change
- MB133 Leading High Performance Teams
- MB135 Career and Human Resource Planning
- MB137 Managing Diversity
- MB140: Special Topics: International Management
- MB145 Environmental Management
- MB299 Independent Study
- MD265 Globalization, Culture, and Ethics
- MD270 Ethics of Risk
- MD548 Leadership and Mindfulness

Careers in Human Resources

Human Resource professionals oversee talent management programs designed to recruit and retain the best employees by making the company an employer of choice. Jobs are available in many functions, including planning and forecasting, recruitment, selection, training and development, compensation and benefits, labor relations, safety and health, work-life, and knowledge management.

Human Resources is a key component of the management team in many companies, including nonprofit and public-sector organizations. Human resource professionals have evolved from the behind-the-scenes administrative role of the 20th century to active involvement in shaping corporate strategy and policy. Senior managers in the most successful firms recognize the significant contributions of Human Resources to their organization's bottom line and success.

Since many companies and other organizations prefer human resource professionals with experience in the field, internships can provide concentrators with experience in human resource management and serve as an inroad to job openings. Students have held internships in a variety of organizations both in and outside the Boston area.

CONCENTRATION IN

MANAGEMENT AND LEADERSHIP

The Management and Leadership concentration will help develop and enhance your ability to lead and manage people and organizations. These skills are highly desired by virtually all potential employers, making the Management and Leadership concentration beneficial to all Carroll School undergraduates.

In addition to taking MB021 Organizational Behavior or MB031 Organizational Behavior - Honors, the concentration requires MB127 Leadership and three electives. Two electives in particular are highly recommended for this concentration: MB123 Negotiation and MB137 Managing Diversity.

MINOR IN

HUMAN DEVELOPMENT

A minor in Human Development is also available each year. It may be of particular interest to students with special interests in counseling, training, employee assessment, or work within social service organizations. Information about this minor is available in the Management and Organization Department.

Required of all concentrators:

- MB021 Organizational Behavior, or MB031 Organizational Behavior - Honors
- MB127 Leadership

Electives:

- MB110 Human Resource Management
- MB111 Ethical Leadership Skills
- MB119 Communication and Personal Branding
- MB123 Negotiation
- MB130: Managing Change
- MB133 Leading High Performance Teams
- MB135 Career and Human Resources Planning
- MB137 Managing Diversity
- MB140: Special Topics: International Management
- MB145 Environmental Management
- MB299 Independent Study
- MD265 Globalization, Ethics, and Culture
- MD270 Ethics of Risk
- MD548 Leadership and Mindfulness

* **Note:** A student cannot concentrate in both Human Resource Management and Management and Leadership.

BOSTON COLLEGE

CARROLL SCHOOL OF MANAGEMENT



HUMAN RESOURCES MANAGEMENT and MANAGEMENT AND LEADERSHIP

MANAGEMENT AND ORGANIZATION
DEPARTMENT

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