The Organizational Behaviour and Human Resources area specializes in how people operate within organizations. The HROD area offers a range of courses, which allow students to learn specific technical skills to manage the employment relationship and analyze individual, group, and organizational processes.

Effective management of employment relationships requires responding to the needs of a diverse work force, developing flexible organizational structures, improving work performance, facilitating improved relationships with unions, and reducing conflict within the workplace. A variety of skills including interpersonal communications, motivation, negotiation, problem-solving, decision-making, conflict resolution, and leadership are essential to working effectively with others. Human Resource professionals also participate in organizational development initiatives such as stress reduction, wellness initiatives, spirituality, career development, and training. These are approaches used to retain employees – a core component of Human Resources.

Students with a particular talent in the people aspects of organizations often choose to concentrate their studies in the OBHR area. Students developing a generalist background in OBHR will have the basic skills for effective management.

**Key Skills & Knowledge**

**Verbal Communication**: Public speaking and presentation of ideas, issues and events. Defend arguments. Development of rhetorical skills, debating, interpersonal relations, convey complex information to general public.

**Written Communication**: Present ideas, apply theoretical framework, develop and support clear ideas and arguments in written form.

**Problem Solving**: Understand historical and contemporary problems; anticipate future challenges. Create and evaluate policy recommendations for organization challenges. Creative, responsive and able to find solutions, resolve conflict.

**Analytical and critical thinking**: Comparative analysis, multidisciplinary research, develop and analyze arguments, critical reasoning and reflection, evaluate policy recommendations and outcomes.

**Cultural Sensitivity**: Develop appreciation for diversity within societies and an understanding of interactions between different communities; historical, economical and geographic international appreciation.

**Organization**: Meet deadlines, organize information and materials, develop paper writing skills.

**Sample Job Titles**

- Labour Dispute Negotiator
- Negotiator
- Human Resources Officer/Administrator
- Recruitment Officer
- Trainer
- Wage and Salary Administrator

Some of these roles may require further training, certification or education. Check out the Alberta Government’s occupational profiles for salary info and more detail: [alis.alberta.ca/occinfo](alis.alberta.ca/occinfo)

**Need help deciding what to do?**

Formal Career Assessments like the Strong Interest Inventory and the Myers Briggs Type Indicator can be helpful tools for your career development. Request an assessment via [CareerLink](#).
Potential Fields

- Government
- Education
- Health Care
- Business
- Any and all industries!

Associations & Professional Development

- Human Resources Institute of Alberta (HRIA) - [www.hria.ca](http://www.hria.ca)
- Certified Human Resources Professional (CHRP) - [www.chrp.ca](http://www.chrp.ca)

Student Clubs

- Human Resources Institute of Alberta (HRIA) - [hria.ca](http://hria.ca)
- Commerce Undergraduate Society (CUS) - [cuscalgary.ca](http://cuscalgary.ca)

Aligned Majors

- International Relations
- Psychology

Books & Publications

- Organizational behavior: concepts, controversies, applications
- Organizational change: an action oriented toolkit
- Organizational culture and leadership

Career Services

**YOUR FUTURE STARTS HERE**

- Career Planning
- Job Search Support
- Resume Reviews
- Career Workshops
- Online Job Postings
- Career Fairs
- Networking Events
- Information Sessions
  & much more!

Connect with us:

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T: 403.220.8020
E: csstdnt@ucalgary.ca

CareerLink: [ucalgary.ca/careers](http://ucalgary.ca/careers)

Facebook: [ucalgarycareers](https://www.facebook.com/ucalgarycareers)
Twitter: [@HireUCalgary](https://twitter.com/HireUCalgary)

Job Boards

Human Resources Institute of Alberta (HRIA): [hria.ca](http://hria.ca)
Eluta: [www.eluta.ca](http://www.eluta.ca)
Indeed: [https://www.indeed.ca/](https://www.indeed.ca/)
LinkedIn: [www.linkedin.com](http://www.linkedin.com)
CareerLink: [careerlink.ucalgary.ca](http://careerlink.ucalgary.ca)

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W: [haskayne.ucalgary.ca](http://haskayne.ucalgary.ca)
W: [ucalgary.ca/admissions/programs](http://ucalgary.ca/admissions/programs)

Haskayne Career Centre

Scurfield Hall 350
T: 403.220.6743
E: careercentre@haskayne.ucalgary.ca
W: [haskayne.ucalgary.ca/services/career-centre/welcome](http://haskayne.ucalgary.ca/services/career-centre/welcome)