



Organizational Studies

FROM STUDY TO SKILLS

All academic programs offered at the UM help students develop valuable transferable skills. The Organizational Studies (OS) program fosters a broad vision of organizations and their critical role in society. The program’s basis in three core disciplines (Psychology, Sociology, and Economics) equips students with multiple perspectives on leadership and organizations.

OS concentrators gain a theoretical and applied understanding of organizations. Coursework applies a wide array of social theory to particular phenomena in real-world organizations. Through a mix of theory, research, experiential learning, and co-curricular

opportunities, concentrators examine organizations and the individuals and groups that comprise them.

The breadth of the program will allow you to define a specific “concentration pathway” that connects your coursework to your interests. Popular pathways include nonprofit management, sustainable enterprise development, leadership, and human relations.

Related fields include Psychology, Sociology, Economics, History, Business, Political Science, Public Policy, Public Health, Natural Resources, Urban Planning, and Social Work.

SKILLS AND ABILITIES

Research Skills

- Framing a research question
- Developing ideas and theories
- Gathering information
- Summarizing results

Analytical and Project Skills

- Defining problems
- Evaluating ideas, theories, and evidence
- Developing new organizational systems
- Planning
- Interpreting data

Human and

Interpersonal Skills

- Leadership
- Teamwork
- Motivating groups
- Analyzing and modifying behavior
- Mediating/negotiating
- Understanding human relations
- Needs assessment
- Recognizing social processes
- Fostering group dynamics

Communication Skills

- Explaining ideas
- Persuading
- Writing clearly and effectively
- Synthesizing information
- Preparing reports, proposals, and presentations
- Conveying complex ideas
- Articulating and defending a position
- Reading critically
- Presenting alternative explanations

BUILDING YOUR SKILLS OUTSIDE THE CLASSROOM


Employers seek out individuals who can demonstrate excellent verbal and written communication skills, teamwork and interpersonal skills, initiative, and a strong work ethic. Student organizations and campus employment, including research positions with OS faculty, offer valuable opportunities to add to the skills you are developing in your classes. OS students also develop their leadership skills by serving on department committees, including a curriculum working group, student/faculty recruitment committee, and the OS student advisory board. OS supports students outside

the classroom as they develop initiatives on campus and further their exploration of their academic interests and prospective careers. Other options include study abroad, off-campus employment or volunteering in the community. Finally, a summer internship may be the best way of all to test out a career field and develop marketable skills.

FROM SKILLS TO CAREER

As an OS concentrator you will develop both general and technical skills applicable to a wide range of careers in the public, private, and nonprofit sectors. For example, cross-cultural observational skills may be equally useful whether working as a foundation project manager, a corporate recruiter, a freelance journalist, or a human resource professional.

Research Skills



Business analyst
Paralegal
Legislative assistant
Health care manager 
Development coordinator

Analytical and Project Skills


Consultant
Real Estate analyst
Account manager
Project manager
Grant manager
Event coordinator
Marketing coordinator


OS concentrators also complete graduate study in law, public policy and administration, social work, business, education, public health, environmental studies and more. The list below is a sample of careers undertaken by Organizational Studies graduates.

Human and Interpersonal Skills

Human resources manager
Educational administrator 
Public administrator
Industrial and organizational psychologist 

Communication Skills

Public school teacher
Lawyer 
Fundraiser

 = Further Study Required

For more career information, see O*Net at online.onetcenter.org

CONCENTRATION REQUIREMENTS

There are three prerequisites for admission: one intro course each in Psychology (111, 112, 114, or 115), Sociology (100, 101, 102, or 195), and Economics (101). Given its small size and selectivity, you should apply to the program in January of your sophomore year. The concentration requires at least 37 credits, including two organizational theory courses and a senior field research course.

Although the OS program contains several OS courses, the majority of the curriculum is drawn from a broad array of disciplines, including Economics, Psychology, Sociology, Political Science, Communications, Program in the Environment, and the Business School. To navigate

more clearly through the choices, you will construct a “concentration pathway” to reflect your individual academic interests. For more information about the program, please visit the OS website or contact the Student Services Coordinator at the address below.

Organizational Studies Program 2016
Ruthven Museums / 1109 Geddes Ave.
734-764-6767
lsa.umich.edu/orgstudies

Newnan Advising Center
1255 Angell Hall
734-764-0332
lsa.umich.edu/advising

NEXT STEPS/RESOURCES

To begin connecting to professionals in fields that interest you, create your own LinkedIn account: careercenter.umich.edu/article/getting-started-linkedin

To identify internships or job opportunities, visit Career Center Connector: careercenter.umich.edu/article/c3

Maize Pages list hundreds of organizations for students to get involved in: maizepages.umich.edu

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On-campus jobs (work-study and non work-study jobs) are listed at: studentemployment.umich.edu/JobX_Home.aspx

Connect to Community lists volunteer opportunities in local organizations: connect2community.umich.edu

The Career Center
3200 Student Activities Building
734-764-7460
careercenter.umich.edu
facebook.com/careercenter.umich
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