



Why Should I Consider an OBHR Major?

-Bondue X OBHR Society Know Thy Major-

OBHR KTM Team



Jared Nai

Assistant Professor of Organisational Behaviour
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Academic Advisor, OBHR

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Senior Lecturer of Organisational Behaviour &
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Academic Advisor, OBHR

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Agenda

1. Major core requirements

- Major-related options/electives

2. What is OB+HR??

- Why do OBHR?
- Synergies with other Majors

3. Potential career options

- Specialist vs Generalist
- Consultant
- Future Jobs

Why do a Major?

- What do you look for in a Major?
 - OBHR
 - Marketing
 - Quantitative Finance
 - Communication Management
 - Operations Management
 - Strategic Management
 - Entrepreneurship
 - Second majors
 - Digital Business
 - Sustainability

Major core requirements and related electives

- 1 Compulsory Course + any 5 OBHR Electives
 - **OBHR 201: Human Capital Management (HCM)**

- Organizational Behavior Focus

- Organizational Change & Design
- Group Dynamics in Organisations
- Cross-Cultural Management and Management of Diversity
- The Psychology of Managerial Decision Making
- Negotiating in Management and Business (*uni core)
- Governing, Managing, and Protecting Knowledge in Organisations
- Power & Politics in Organisations
- The Science and Practice of Flourishing at Work
- Working & Managing in a Digital World (*uni core)

- Human Resources Focus

- Compensation
- Training & Development
- Human Capital Strategy
- Talent Acquisition and Assessment
- Employer Branding for HR
- Legal Environment & Employee Relations
- Technology Solutions for Human Resources
- Human Resource Analytics
- HR Consulting

True or False?

- Effective organizational leaders tend to possess identical personality traits
- Nearly all workers prefer stimulating, challenging jobs
- Managers have a very accurate idea about how much their peers and supervisors are paid
- Pay is the best way to motivate most employees and improve job performance

Organizational Behavior and Organizations

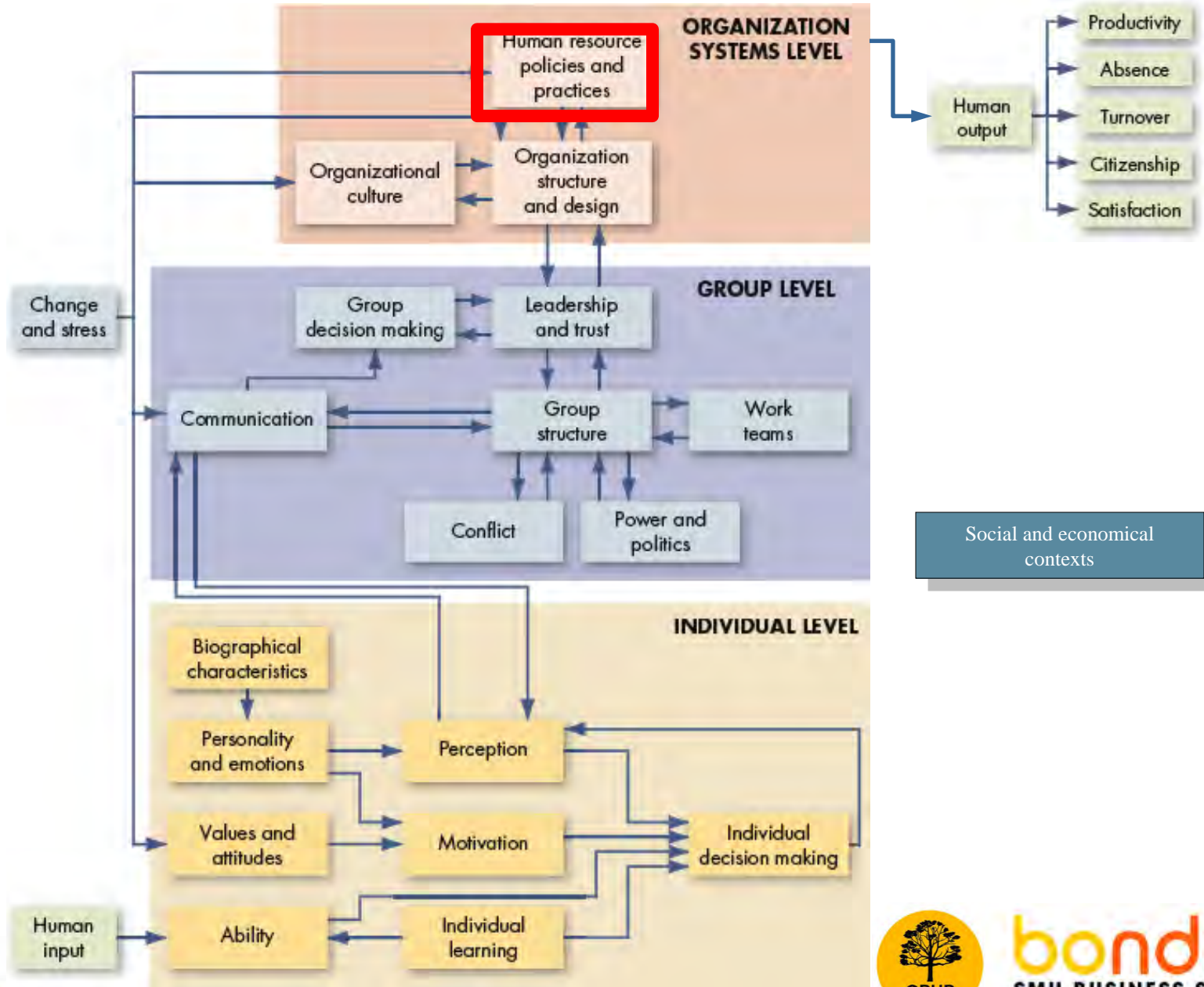
Organizational behavior (OB):

- Studies what people think, feel, and do in and around organizations.
- Emerged as a distinct field around early 1940s, but topic has been studied for more than 2,500 years.

OB helps students to:

- Understand workplace events.
- Predict workplace events.
- Get things done by influencing and coordinating with others

A contemporary OB model



Reference: Song Zhaoli, 2008; Class notes

A Basic Mental Map for HR

What HR Do You Need to Make a Company Work?

Develop an Overarching Strategy

- What does the company do, with whom are they competing, what makes this company unique?

Acquire Staff

- Who makes a good employee?
- How do we get these people to apply?
- How are people screened?
- How are people selected?

Train and Develop

- Can we help new hires feel like part of the company?
- How do we teach employees the skills they need?
- How do we encourage civility?
- How do we measure performance?

Compensation and Benefits

- How can we match our pay offers to the market?
- How do we pay people who are working in different job levels?
- What types of non-cash benefits can we offer to employees?

Performance management

- What are the things that motivate employees at work?
- What prevents employees from performing effectively?
- Are there incentives that we should be offering?

Is 1st / 2nd Major in OBHR useful for me?

LKCSB Alumni



Celeste Cheong

- Graduated Year 2006
- Bachelor of Business Management (Marketing & Corporate Communication Double Major)
- **Group Account Director**, Holmes and Marchant / Llyod Northover Yeang



Noel Liu

- Graduated Year 2006
- Bachelor of Business Management (Marketing Major)
- **Head Relationship Management, Citibank at Work, Global Consumer Group, Citibank Singapore Limited**



Yeo Sueann

- Graduated Year 2013
- Bachelor of Business Management (Finance Major)
- **Global Investment Specialist, J.P. Morgan Chase Private Bank**



Cavin Wong

- Graduated Year 2009
- Bachelor of Business Management (Finance & Marketing Double Major)
- **Associate (Cash Management for Financial Institutions), Deutsche Bank**



Winifred Lim

*Emerge Consulting Pte Ltd
Consultant / Facilitator, Project Manager
OBHR Major Graduate*

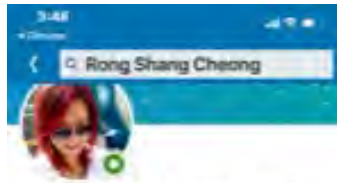
Leveraging on your core expertise to expand and enhance your career opportunities!

Negotiations... HR Functions... Leadership... Managing Teams...
Cross Cultural Management...

Is 1st / 2nd Major in OBHR useful for me?



Nicholas Lu · 2nd
Senior HR Manager, Asia Pacific Purchases and PSHR Projects & Operations at Procter & Gamble
Procter & Gamble · Singapore
Management University
Singapore · 500+ connections



Rong Shang Cheong · 1st
HR Manager - Global Unilever International & SEAA Digital
Unilever · Singapore
Management University



Janice Ang · 1st
Regional Learning & Organisation Development Executive
Shiseido



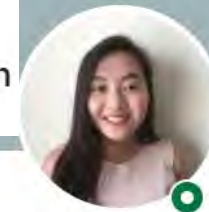
Amanda Seh Yun Ling · 1st
F-HRLDP Associate at Johnson & Johnson



Kai Hong Tay · 1st
Keppel Associate (HR) | IHRP-CA



Samantha Tan Zhao Xuan
HR Analyst at J.P. Morgan | IHRP-CA



Gaw Shun En · 1st
Analyst, HR Operations at Bank of Singapore, Asia's Global Private Bank



Nay Myo Aung · 1st
Talent Accelerator Program at Accenture



Chew Chen Hao · 1st
Senior Manager, Human Resources at Procter & Gamble

HR Careers / OB Careers + Salaries

- <https://www.payscale.com/>
- <https://www.glassdoor.sg/>
- Future of Jobs
 - Machine Learning
 - AI
 - Outsourcing
 - <https://www.weforum.org/videos/what-will-the-future-of-jobs-be-like>

Future of Work



Sample Course Plan – HR Centric

Year 1

Ethics – (Business Core)
Management of People at Work – (Business Core)

Year 2

Human Capital Management
Negotiating in Management and Business

Year 3

Performance Management and Compensation
Talent Acquisition and Assessment

Year 4

Human Capital Strategy
Human Resource Analytics

Sample Course Plan – OB Centric

Year 1

Ethics – (Business Core)
Management of People at Work – (Business Core)

Year 2

Human Capital Management
Negotiating in Management and Business

Year 3

Group Dynamics in Organisations
Managerial Decision Making

Year 4

Organizational Change & Design
Cross-Cultural Management

Sample Course Plan – OBHR

Year 1

Ethics – (Business Core)
Management of People at Work – (Business Core)

Year 2

Human Capital Management
Negotiation and Conflict Management

Year 3

Technology Solutions for Human Resources
Group Dynamics in Organisations

Year 4

Organizational Change & Design
Human Capital Strategy

Thank You!

- kmma@smu.edu.sg
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- OBHR Society Events
 - Alumni networking night
 - Inter-Tertiary Human Resource Symposium
 - Career Mentoring Series
 - Industry Speaker Series