Naveen Jindal School of Management

Human Resource Management (BS)

Bachelor of Science in Human Resource Management

*Degree Requirements* *(120 semester credit hours)*

*View an Example of Degree Requirements by Semester*

**Faculty**


**Professor Emeritus:** Dale Osborne


**Associate Professors:** Nina Baranchuk, Norris Bruce, Jianqing Chen, Zhonglan Dai, Rebecca Files, Xianjun Geng, J. Richard Harrison, Ernan E. Haruvy, Surya N. Janakiraman, Robert L. Kieschnick Jr., Seung-Hyun Lee, Ningzhong Li, Lívia Markóczy, Amit Mehra, Toyah Miller, Alp Muharremoglu, Ramachandran (Ram) Natarajan, Valery Polkovnichenko, Ashutosh Prasad, Orlando C. Richard, Young U. Ryu, Gil Sadka, Jane Salk, Harpreet Singh, David J. Springate, Upender Subramanian, Kelsey D. Wei, Han (Victor) Xia, Jun Xia, Ying Xie, Yexiao Xu, Alejandro Zentner, Jieying Zhang, Yuan Zhang, Feng Zhao, Zhiqiang (Eric) Zheng, Yibin Zhou

**Clinical Associate Professors:** Shawn Alborz, Larry Chasteen, Sonia Leach, Kannan Ramanathan, Carolyn Reichert, Avanti P. Sethi, Kelly Slaughter, James Szot, Mark Thouin, McClain Watson

**Assistant Professors:** Mehmet Ayvacı, Emily Choi, Bernhard Ganglmair, Dorotheé Honhon, Kyle Hyndman, Atanu Lahiri, Sheen Levine, Bin Li, Jun Li, Meng Li, Xiaolin Li, Naim Bugra Ozel, Arzu Ozoguz, Anyan Qi, Alejandro Rivera Mesias, Alessio Saretto, Serdar Simsek, Gonca P. Soysal, Shaojie Tang, Christian Von-Drathen, Malcolm Wardlaw, Steven Xiao, Shengqi Ye, Nir Yehuda, Zhe (James) Zhang,
Xiaofei Zhao

Clinical Assistant Professors: Athena Alimirzaei, Moran Blueshtein, Judd Bradbury, John Gamino, Ayfer Gurun, Maria Hasenhuttl, Julie Haworth, Jeffery (Jeff) Hicks, Kristen Lawson, Vance Lewis, Liping Ma, Ravi Narayan, Dawn Owens, Parneet Pahwa, Anastasia V. Shcherbakova, Jeanne Sluder, Nassim Sohaee

Visiting Assistant Professor: Lale Guler


I. Core Curriculum Requirements: 42 semester credit hours

Communication: 6 semester credit hours

COMM 1311 Survey of Oral and Technology-based Communication

RHET 1302 Rhetoric

Mathematics: 3 semester credit hours

MATH 1325 Applied Calculus I

Life and Physical Sciences: 6 semester credit hours

Select any 6 semester credit hours from Life and Physical Sciences core courses (see advisor and degree requirements)

Language, Philosophy and Culture: 3 semester credit hours

Select any 3 semester credit hours from Language, Philosophy and Culture core courses (see advisor)

Creative Arts: 3 semester credit hours

Select any 3 semester credit hours from Creative Arts core courses (see advisor)

American History: 6 semester credit hours

Select any 6 semester credit hours from American History core courses (see advisor)

Government / Political Science: 6 semester credit hours

GOVT 2305 American National Government

GOVT 2306 State and Local Government
Social and Behavioral Sciences: 3 semester credit hours

ECON 2301 Principles of Macroeconomics

Component Area Option: 6 semester credit hours

MATH 1326 Applied Calculus II
ECON 2302 Principles of Microeconomics

II. Major Requirements: 74 semester credit hours beyond Core Curriculum

Major Preparatory Courses: 12 semester credit hours beyond Core Curriculum

ACCT 2301 Introductory Financial Accounting
ACCT 2302 Introductory Management Accounting
BLAW 2301 Business and Public Law
ECON 2301 Principles of Macroeconomics
ECON 2302 Principles of Microeconomics
MATH 1325 Applied Calculus I
MATH 1326 Applied Calculus II
OPRE 3333 Quantitative Business Analysis

Business Core Courses: 32 semester credit hours

BA 1100 Business Basics and OBHR 3100 Professional Development
or OBHR 3200 Introduction to Business Professional Development and Business Communication
BCOM 3310 Business Communication
BCOM 4350 Advanced Business Communication
BPS 4305 Strategic Management
FIN 3320 Business Finance
IMS 3310 International Business
ITSS 3300 Information Technology for Business
MKT 3300 Principles of Marketing
OBHR 3310 Organizational Behavior
OPRE 3310 Operations Management
Managerial Methods in Decision Making Under Uncertainty

Human Resource Management Core Courses: 24 semester credit hours

- **BLAW 3301** Employment Law
- **OBHR 3330** Introduction to Human Resource Management
- **OBHR 4331** Compensation and Benefits Administration
- **OBHR 4333** Performance Management
- **OBHR 4334** Talent Acquisition and Management
- **OBHR 4335** Training and Development
- **OBHR 4354** Leading Organizational Change
- **OBHR 4360** Capstone in Human Resource Management

Human Resource Management Upper Level Electives: 6 semester credit hours

A practicum experience is required; the student has the option of zero to 3 semester credit hours, depending on the particular internship, and preference for additional electives.

- **OBHR 4V90** Management Internship
- **OBHR 4090** Management Internship

Choose from the following to fulfill remaining Elective semester credit hours:

- **IMS 4330** Global Human Resource Management
- **ITSS 4353** Business Analytics
- **OBHR 4300** Management of Non-Profit Organizations
- **OBHR 4310** Business Ethics
- **OBHR 4336** Labor and Employee Relations
- **OBHR 4337** HR Analytics
- **OBHR 4338** Managing Diversity in Organizations
- **OBHR 4350** Introduction to Leading and Managing
- **OBHR 4352** Negotiation and Dispute Resolution
- **OBHR 4356** Power and Influence in Organizations

III. Elective Requirements: 4 semester credit hours

Free Electives: 4 semester credit hours

Both lower- and upper-division courses may count as electives but students must complete at least 51 semester credit hours of upper-division courses to qualify for graduation.
1. Incoming freshmen must enroll and complete requirements of UNIV 1010 and the corresponding school-related freshman seminar course. Students, including transfer students, who complete their core curriculum at UT Dallas must take UNIV 2020.

2. Curriculum Requirements can be fulfilled by other approved courses from institutions of higher education. The courses listed are recommended as the most efficient way to satisfy both Core Curriculum and Major Requirements at UT Dallas.

3. Indicates a prerequisite class to be completed before enrolling for upper-division classes.

4. A required Major course that also fulfills a Core Curriculum requirement. Semester credit hours are counted in Core Curriculum.

5. Students may elect to substitute MATH 2413 and MATH 2414 or MATH 2417 and MATH 2419.

6. JSOM freshmen are required to take BA 1100 and OBHR 3100. Transfer students and students new to JSOM are required to take OBHR 3200.

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