Naveen Jindal School of Management

Human Resource Management (BS)

Bachelor of Science in Human Resource Management

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


Faculty


**Professor Emeritus:** Dale Osborne

**Clinical Professors:** John Barden, Britt Berrett, Abhijit Biswas, Pamela Foster Brady, Shawn Carracher, Paul Convery, David Cordell, Tefvik Dalgic, Michael Deegan, Kutsal Dogan, Howard Dover, Greg Durham, Forney Fleming III, Randall S. Guttery, Charles Hazzard, William Hefley, Robert Hicks, Gerald (Jerry) Hoag, Marilyn Kaplan, Peter Lewin, Jeffrey Manzi, John F. McCracken, Dennis McCuistion, Diane S. McNulty, Radha Mookerjee, Joseph Picken, Divakar Rajamani, Daniel Rajaratnam, David Ritchey, Arthur Selender, Rajiv Shah, Kenneth Smith, Habte Woldu, Fang Wu, Laurie L. Ziegler

**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, Livia Markózy, Amit Mehra, Toyah Miller, Alp Muharremoglu, Ramachandran (Ram) Natarajan, Valery Polkovichenko, 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, Dorothée 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 Alimrizai, 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
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
II. Major Requirements: 74 semester credit hours beyond Core Curriculum

Major Preparatory Courses: 12 semester credit hours beyond Core Curriculum

- **ACCT 2301** Introductory Financial Accounting³
- **ACCT 2302** Introductory Management Accounting³
- **BLAW 2301** Business and Public Law³
- **ECON 2301** Principles of Macroeconomics³, 4
- **ECON 2302** Principles of Microeconomics³, 4
- **MATH 1325** Applied Calculus I³, 4, 5
- **MATH 1326** Applied Calculus II³, 4, 5
- **OPRE 3333** Quantitative Business Analysis³

Business Core Courses: 32 semester credit hours

- **BA 1100** Business Basics and **OBHR 3100** Professional Development⁶
  - or **OBHR 3200** Introduction to Business Professional Development and Business Communication⁶
- **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
- **OPRE 3360** 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.