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

**Clinical Professors:** John Barden, Britt Berrett, Abhijit Biswas, Ranavir Bose, Pamela Foster Brady, Shawn Carragher, Larry Chasteen, Paul Convery, David Cordell, Kutsal Dogan, Howard Dover, Forney Fleming III, John Gamino, Randall S. Guttery, Charles Hazzard, William Hefley, Robert Hicks, Gerald (Jerry) Hoag, Marilyn Kaplan, Ching-Chung Kuo, Sonia Leach, Peter Lewin, Jeffrey Manzi, John F. McCracken, Dennis McCuistion, Diane S. McNulty, Divakar Rajamani, Daniel Rajaratnam, David Ritchey, Rajiv Shah, Mark Thouin, Keith Thurgood, Jeff Weekley, Habte Woldu, Fang Wu, Laurie L. Ziegler

**Associate Professors:** Mehmet Ayvaci, Nina Baranchuk, Norris Bruce, Jianqing Chen, Zhonglan Dai, Rebecca Files, Xianjun Geng, J. Richard Harrison, Dorothee Honhon, Kyle Hyndman, Surya N. Janakiraman, Robert L. Kieschnick Jr., Atanu Lahiri, Jun Li, Ningzhong Li, Livia Markocy, Amit Mehra, Toyah Miller, Ramachandran (Ram) Natarajan, Naim Bugra Ozel, H. Dennis Park, Valery Polkovnichenko, Cuili Qian, 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, Yibin Zhou

**Clinical Associate Professors:** Shawn Alborz, Steven Guengerich, Lale Guler, Dawn Owens, David Parks, Carolyn Reichert, Oranti P. Sethi, Kelly Slaughter, Jeanne Sluder, James Szot, McClain Watson

**Assistant Professors:** Qi (George) Chen, Khai Chiong, Emily Choi, Bernhard Ganglmair, Nathan Goldman, Ying Huang, Sora Jun, Sheen Levine, Meng Li, Xiaolin Li, Maria Loumioti, Jean-Marie Meier, Radha Mookerjee, Anyan Qi, Alejandro Rivera Mesias, Alessio Saretto, Simon Siegenthaler, Serdar Simsek, Shaojie Tang, Christian Von-Drahten, Shouqiang Wang, Malcolm Wardlaw, Junfeng Wu, Steven Xiao, Shengqi Ye, Nir Yehuda, Zhe (James) Zhang, Xiaofei Zhao

**Clinical Assistant Professors:** Athena Alimirzaei, Christina (Krysta) Betanzos, Moran Blueshtein, Judd Bradbury, Jerome Gafford, Ayfer Gurun, Maria Hasenhuttl, Julie
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

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

   Choose one of the following:
Component Area Option: 6 semester credit hours

Choose two of the following:
- BA 1310 Making Choices in Free Market Systems
- BA 1320 Business in a Global World
- ECON 2301 Principles of Macroeconomics
- ECON 2302 Principles of Microeconomics

II. Major Requirements: 71 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
- BA 1310 Making Choices in Free Market Systems
  - or ECON 2302 Principles of Microeconomics
- BA 1320 Business in a Global World
  - or ECON 2301 Principles of Macroeconomics
- MATH 1325 Applied Calculus
- STAT 3360 Probability and Statistics for Management and Economics
  - or OPRE 3360 Managerial Methods in Decision Making Under Uncertainty

Business Core Courses: 29 semester credit hours
- BA 1100 Business Basics and OBHR 3100 Professional Development
  - or OBHR 3200 Introduction to Business and Professional Development
- 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 3330 Introduction to Human Resource Management
OPRE 3310 Operations Management

Human Resource Management Core Courses: 24 semester credit hours

BLAW 3301 Employment Law
OBHR 3310 Organizational Behavior
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 Organizational Behavior

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

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

IMS 4335 Social Sector Entrepreneurship and Community Engagement
or ENTP 4340 Social Sector Entrepreneurship and Community Engagement
or MKT 4360 Social Marketing
or BA 4095 Social Sector Engagement and Community Outreach Practicum

The following courses fulfill a portion of the remaining Guided 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
OBHR 4361 The Human Resource Professional

III. Elective Requirements: 7 semester credit hours

Free Electives: 7 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. A required Major course that also fulfills a Core Curriculum requirement. Semester credit hours are counted in Core Curriculum.
4. Indicates a prerequisite class to be completed before enrolling for upper-division classes.
5. Students may elect to substitute MATH 2413 or MATH 2417.
6. Certain courses listed are prerequisites for major core (e.g., BA 1320 or ECON 2301 for IMS 3310), major concentration, or major related courses. Choose accordingly.
7. 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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