Naveen Jindal School of Management

Human Resource Management (BS)

Bachelor of Science in Human Resource Management

**Degree Requirements** [120 semester credit hours]¹

*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 Carraher, 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:** 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, Lívia Markóczy, 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:** Steven Guengerich, Lale Guler, David Parks, Carolyn Reichert, Avanti P. Sethi, Kelly Slaughter, Jeanne Sluder, James Szot, McClain Watson

**Assistant Professors:** Mehmet Ayvaci, 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-Drathen, Shouqiang Wang, Malcolm Wardlaw, Junfeng Wu, Steven Xiao, Shengqi Ye, Nir Yehuda, Zhe (James) Zhang, Xiaofei Zhao

**Clinical Assistant Professors:** Shawn Alborz, Athena Alimirzaei, Christina (Krysta) Betanzos, Moran Blueshtein, Judd Bradbury, Jerome Gafford, Ayfer Gurun, Maria Hasenhuttl, Julie Haworth, Jeffery (Jeff) Hicks, Revansiddha Khanapure, Kristen Lawson, Kathryn Lookadoo, Liping Ma, Sarah Moore, Ravi Narayan, Dawn Owens, Parneet Pahwa, Jason Parker, Drew Peabody, Nassim Sohaee

**Senior Lecturers:** Semiramis Amirpour, Frank Anderson, Vivek Arora, Tiffany A. Bortz, Richard Bowen, Monica E. Brussolo, Juliann Chapman, George DeCourcy, Eugene (Gene) Deluke, Alexander Edsel, Amal El-Ashmawi, Carol Flannery, Mary Beth Goodrich, Thomas (Tom) Henderson, Jennifer G. Johnson, Jackie Kimzey, Chris Linsteadt, Joseph Mauriello, Victoria D. McCrady, Edward Meda, Robert (Stephen) Molina, Prithi Narasimhan, Mohammad Naseri Taheri, Madison Pedigo, Matt Polze, James Richards, Debra Richardson, Anindita Roy Bardhan, Kashif Saeed, Margaret Smallwood, Steven Solcher, Luell (Lou) Thompson, Amy L. Troutman, Robert Wright, Kathy Zolton, Hubert Zydorek

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:

- **BA 1310** Making Choices in Free Market Systems (Awaiting Core Approval from THECB)
- **BA 1320** Business in a Global World
- **ECON 2301** Principles of Macroeconomics
- **ECON 2302** Principles of Microeconomics

Component Area Option: 6 semester credit hours

Choose two of the following:

- **BA 1310** Making Choices in Free Market Systems (Awaiting Core Approval from THECB)
- **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 (Awaiting Core Approval from THECB)
  - or **ECON 2302** Principles of Microeconomics
- **BA 1320** Business in a Global World
  - or **ECON 2301** Principles of Macroeconomics
- **MATH 1325** Applied Calculus I
- **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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