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


**Associate Professors:** Mehmet Ayvaci, Nina Baranchuk, Norris Bruce, Jianqing Chen, Zhonglan Dai, Rebecca Files, Dorothée Honhon, Bin Hu, 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, Cuili Qian, Orlando C. Richard, Young U. Ryu, Gil Sadka, 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

**Assistant Professors:** Khai Chiong, Emily Choi, Andrew Frazelle, Ying Huang, Joonhwi Joo, Sora Jun, Sheen Levine, Meng Li, Maria Loumioti, Jean-Marie Meier, Radha Mookerjee, Anyan Qi, Alejandro Rivera Mesias, Alessio Saretto, Simon Siegenthaler, Serdar Simsek, Shaojie Tang, Xiaoxiao Tang, Shervin Tehrani, Ashwin Venkataraman, Christian Von-Drathe, Guihua Wang, Shouqiang Wang, Junfeng Wu, Steven Xiao, Yingjie Zhang, Zhe (James) Zhang, Xiaofei Zhao

**Professors Emeriti:** Dale Osborne, John J. Wiorkowski

**Assistant Professors Emeriti:** J. Richard Harrison, Jane Salk

**Clinical Professors:** John Barden, Britt Berrett, Abhijit Biswas, Ranavir Bose, Shawn Carraher, Larry Chasteen, David Cordell, Howard Dover, John Gamino, Randall S. Guttery, Charles Hazzard, William Hefley, Marilyn Kaplan, Sonia Leach, Peter Lewin, Jeffrey Manzi, Diane S. McNulty, Divakar Rajamani, Daniel Rajaratnam, Kannan Ramanathan, David Ritchey, Rajiv Shah, Mark Thouin, Jeff Weekley, Habte Woldu, Fang Wu, Laurie L. Ziegler

**Clinical Associate Professors:** Shawn Alborz, Dawn Owens, Avanti P. Sethi, Ramesh Subramoniam,
Aysegul Toptal, McClain Watson, David Widdifield, dxp153830. carolyn

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

**Assistant Professor of Instruction:** Rasoul Ramezani

**Senior Lecturers:** Khatereh Ahadi, Semiramis Amirpour, Frank Anderson, Tiffany A. Bortz, Richard Bowen, Monica E. Brussole, Juliann Chapman, George DeCourcy, Alexander Edsel, Amal El-Ashmawi, Negin Enayaty Ahangar, Mary Beth Goodrich, Thomas (Tom) Henderson, Abu Naser Islam, Scott Janke, 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, Debra Richardson, Gaurav Shekhar, Margaret Smallwood, Steven Solcher, Timothy Stephens, Luell (Lou) Thompson, Guido Tirone, Robert Wright, Kathy Zolton, Hubert Zydorek

I. Core Curriculum Requirements: 42 semester credit hours

**Communication:** 6 semester credit hours

Select any 6 semester credit hours from **Communication Core** courses (see advisor)

**Mathematics:** 3 semester credit hours


**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


Social and Behavioral Sciences: 3 semester credit hours

Choose one 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

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: 69 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
- **MATH 1325** Applied Calculus I
- **STAT 3360** Probability and Statistics for Management and Economics
  or **OPRE 3360** Managerial Methods in Decision Making Under Uncertainty

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

**Business Core Courses: 27 semester credit hours**

- **BCOM 1300** Introduction to Professionalism and Communication in Business
or **BCOM 3300** Professionalism and Communication in Business

**BCOM 4300** Managing Communications in Business

**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 4395** Capstone Senior Project- Human Resource Management

  or **BPS 4395** Capstone Senior Project- Business

  or **ENTP 4395** Capstone Senior Project- Entrepreneurship

**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
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: 9 semester credit hours

#### Free Electives: 9 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 1310 or BA 1320 or ECON 2301 for IMS 3310), major concentration, or major related courses. Choose accordingly.

7. JSOM freshmen are required to take BCOM 1300. Transfer students and students new to JSOM are required to take BCOM 3300.