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, Zhonglan Dai, Rebecca Files, Dorothee Honhon, Bin Hu, Surya N. Janakiraman, Robert L. Kieschnick Jr., Atanu Lahiri, Jun Li, Ningzhong Li, Maria Loumioti, Lívia Markóczy, Toyah Miller, Ramachandran (Ram) Natarajan, Naim Bugra Ozel, H. Dennis Park, Anyan Qi, Young U. Ryu, Harpreet Singh, David J. Springate, Upender Subramanian, Shaojie Tang, Shouqiang Wang, Kelsey D. Wei, Han (Victor) Xia, 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, Jean-Marie Meier, Radha Mookerjee, Alejandra Rivera Mesias, Alessio Saretto, Simon Siegenthaler, Serdar Simsek, Xiaoxiao Tang, Shervin Tehrani, Ashwin Venkataraman, Christian Von-Drathen, Guihua Wang, Junfeng Wu, Steven Xiao, Yingjie Zhang, Zhe (James) Zhang, Xiaofei Zhao

**Professor Emeritus:** John J. Wiorkowski

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

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

**Clinical Associate Professors:** Shawn Alborz, Dawn Owens, Carolyn Reichert, Avanti P. Sethi, Ramesh Subramoniam, Aysegul Toptal, David Widdifield
Clinical Assistant Professors: Athena Alimirzaei, Moran Blueshtein, Judd Bradbury, Jerome Gafford, Jeffery (Jeff) Hicks, Revansiddha Khanapure, Kristen Lawson, Kathryn Lookadoo, Liping Ma, Sarah Moore, Ravi Narayan, Parneet Pahwa, Jason Parker, Drew Peabody, Nassim Sohaee

Professors of Instruction: Semiramis Amirpour, Charles Hazzard, Luell (Lou) Thompson

Associate Professors of Instruction: Ayfer Gurun, Maria Hasenhuttl, Mohammad Naseri Taheri

Assistant Professors of Instruction: Negin Enayaty Ahangar, Julie Haworth, Rasoul Ramezani, Gaurav Shekhar

Professors of Practice: Ranavir Bose, Rajiv Shah

Associate Professor of Practice: David Parks

Assistant Professors of Practice: Abu Naser Islam, Timothy Stephens

Senior Lecturers: Khatereh Ahadi, Tiffany A. Bortz, Richard Bowen, Monica E. Brussolo, Juliann Chapman, George DeCourcy, Alexander Edsel, Amal El-Ashmawi, Mary Beth Goodrich, Thomas (Tom) Henderson, Scott Janke, Jennifer G. Johnson, Jackie Kimzey, Chris Linsteadt, Joseph Mauriello, Victoria D. McCrady, Edward Meda, Robert (Stephen) Molina, Prithi Narasimhan, Madison Pedigo, Matt Polze, Margaret Smallwood, Steven Solcher, 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

MATH 1325 Applied Calculus

Or select any 3 semester credit hours from Mathematics Core courses (see advisor)

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

Or select any 6 semester credit hours from **Government/Political Science Core** courses (see advisor)

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

Or select any 3 semester credit hours from **Social and Behavioral Sciences Core** courses (see advisor)

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

Or select any 6 semester credit hours from **Component Area Option Core** courses (see advisor)

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
- **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: 24 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
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

Human Resource Management Upper Level Electives: 9 semester credit hours

A practicum experience of at least 160 working hours 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
BA 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: 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. 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 or MATH 2417.

6. In order to make timely degree progress, students should complete MATH 1325 or its equivalent by the end of their first semester at UT Dallas. Students who will not meet this requirement should contact their academic advisor to discuss their degree timeline.

7. Certain courses listed are prerequisites for major core, major concentration, or major related courses. Choose accordingly.

8. JSOM first-time-in-college freshmen are required to take BCOM 1300 in their first semester. Transfer students and students new to JSOM are required to take BCOM 3300 in their first semester.