Bachelor of Science in Human Resource Management

Human resource professionals serve as the link between management and employees and fill critical roles in talent acquisition, training and development, developing employee policies and understanding labor laws.

Human resource management is a specialty relevant to the management of all organizations, regardless of industry, public or private sector, and nonprofit or for-profit status. The Bureau of Labor Statistics projects an average growth of nearly 20 percent in human resource positions in the next decade in Texas. Human resource professionals with a comprehensive understanding of the many facets of the profession and a solid general business background will be vital to the success of nearly every organization.

Careers in Human Resource Management

Upon graduation, students can find opportunities in any number of organizations as HR specialists and generalists, compensation and benefits analysts, training and development specialists, HR analysts, labor relations specialists and recruiters.

Human Resource Management at UT Dallas

The human resource management degree prepares students for a career in human resources by combining a general business education with knowledge specific to the various facets of the profession. Students will learn the fundamentals associated with talent acquisition, development and management, total rewards, employee engagement and change, labor relations, leadership, and how these are applied within companies.

Successful graduates should be able to:

- Demonstrate knowledge of the various functions within human resource management and how they interrelate, and apply this knowledge in creating a comprehensive HR system to support a business.
- Understand the major employment laws governing hiring, mobility, safety, pay, privacy and labor relations, and legal and ethical compliance in policy and practice.
- Exhibit skills to effectively manage the flow of talent into and through organizations and to strategically utilize compensation to attract, retain and motivate qualified employees.
- Demonstrate proficiency in the process of identifying, measuring and developing the performance of individuals and teams, and aligning their performance with the strategic goals of the organization.
- Support the training and development of talent within organizations and advance change management efforts at the individual, group and especially organizational levels of intervention.

Jindal School students must complete an internship as a requirement for their major. The Jindal School's fully staffed Career Management Center (CMC), working in tandem with the University's Career Center, helps students prepare for and seek internships, as well as post-graduation employment. Both centers are staffed with licensed counselors who provide students with strategies for mastering job interviews, writing professional cover letters and resumes and connecting with campus recruiters, among other services.

Living Learning Community

The Naveen Jindal School of Management Living Learning Community is a special opportunity for incoming freshmen interested in pursuing a business degree. Living Learning Community students live together in on-campus housing, attend classes together and participate as a group in social activities. For information, contact Associate Dean Marilyn Kaplan at mkaplan@utdallas.edu.

Davidson Management Honors Program

The Charles and Nancy Davidson Management Honors Program (DMHP) gives select undergraduate students the opportunity to enhance their experience in the Naveen Jindal School of Management. DMHP students receive opportunities to improve their leadership skills and work closely with UT Dallas professors. For more information please visit jindal.utdallas.edu/dmhp.

DMHP program benefits include:

- Smaller class sizes
- Professional development events
- Community service events
- Scholarships
- Travel opportunities
- Honors notation on diploma
Fast-Track Options in the Jindal School

All undergraduate degrees in the Naveen Jindal School of Management offer a fast-track option. These programs allow undergraduate students to earn up to 12 credit hours that can be applied toward a master’s degree. Students with qualifying grades embark on the fast-track option in their senior year of their undergrad program. Pursuing a fast-track BS/MS or BS/MBA requires careful course selection and academic dedication but opens up additional career opportunities for those students who complete the program.

Naveen Jindal School of Management

The largest of the eight schools at UT Dallas, the Naveen Jindal School of Management offers a full complement of programs at the undergraduate, graduate and executive levels. The Jindal School’s mission is to meet the challenges of a rapidly changing and technology-driven global society by partnering with the business community to:

- Conduct knowledge-enhancing management research.
- Deliver high-quality management education to a diverse group of undergraduate and graduate students and practicing executives.
- Develop, innovate and continuously improve programs advancing management education and practice.

Degrees Offered

**Bachelor of Science:** Accounting, business administration, finance, global business, healthcare management, human resource management, information technology and systems, marketing, supply chain management

**Master of Science:** Accounting, business analytics, energy management, finance, financial engineering and risk management, healthcare leadership and management, information technology and management, innovation and entrepreneurship, international management studies, management science, marketing, supply chain management, systems engineering and management

**Executive MBA:** Executive MBA (with concentrations in healthcare management for physicians, product lifecycle and supply chain management and project management), global leadership MBA

**Executive Master of Science:** Healthcare management for physicians, management science (with concentrations in project management and organizational behavior and coaching), supply chain management, systems engineering and management [Joint program between Jindal School of Management and Erik Jonsson School of Engineering and Computer Science]

**Doctor of Philosophy:** International management studies, management science

Rankings

- **U.S. News & World Report** ranks the school’s Full-Time MBA program No. 16 (tied) among public university programs and No. 38 (tied) overall.
- **BusinessWeek** and **U.S. News & World Report** rank the Naveen Jindal School of Management’s undergraduate programs among the nation’s top 100 programs.

Contact Information

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