**What is this program?**

The Human Resource Management program at The University of Texas at Dallas strive to equip its students with the right combination of HR knowledge and business acumen in order to enhance their skills at strategy execution. One of the advantages of Human Resource Management is that it is an industry agnostic skillset.

**Career Paths**

**Path 1**
- Recruiter
- Comp Analyst
- Trainer
- Employee Relations

**Path 2**
Individual Contributor
- Recruiter
- Compensation Analyst
- Engagement Consultant

**Skills**

**HARD**
- Strong math skills
- Statistics & Metrics
- Tableau
- Excel
- Ability to learn HRM programs

**SOFT**
- HR Experience
- Sales Experience
- Business Acumen
- Relationship
- Communication

**Recruiters Tip**

Find a mentor and Get Involved - Do this by joining organizations, shadowing professionals, or learning from a mentor

**Path 1**
- HR Director
- Director Talent Acquisition
- Director Comp & Benefits
- Director Labor Relations

**Path 2**
Manager- Lead a team of specialists in the areas of Level 1

**Chief of Human Resources Officer/ Vice President**

**Partner or Principal**

Lead teams of specialists, plus heavy business development focus. This level requires credentials and sales experience.
Certifications

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Certified Professional (CP)
• UTD recognized as being in alignment with SHRM guidelines
• Students can take CP their senior year
• 4361 Prep Course

DATA ANALYTICS CERTIFICATION
Any certification in HR Analytics is not necessary, but can be beneficial with the rise of technology.

Excel Certification

Projects & Courses

CAPSTONE PROJECT
This project puts students in the shoes of the Chief Human Resource Officer by compelling students to write their own HR plan and strategy for an organization. At the end of the semester, a business leader will come to judge students’ presentations.

COURSES
• OBHR 4090 Management Internship
• OBHR 4352 Negotiation and Dispute Resolution
• OBHR 4336 Labor and Employee Relations
• OBHR 4337 HR Analytics
• OBHR 4361 The HR Professional

Recruiters Tip
Take on the assertive business partner perspective - see yourself as an equal business partner.

Clubs & Organizations

Society for Human Resource Management
UTD

Toastmasters
UTD

Dallas HR
SHRM local chapter

SHRM
National chapter

WANT TO LEARN MORE?

Jeff Weekley
jeff.weekley@utdallas.edu
JSOM 4.224

DEANS COUNCIL