

HUMAN RESOURCE MANAGEMENT MAJOR SKILLS GUIDE

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

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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

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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.

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

Certifications



SOCIETY FOR HUMAN RESOURCE MANAGEMENT UTD

Certified Professional (CP)

- UTD recognized as being in alignment with SHRM guidelines
- Students can take CP their senior year
- 4361 Prep Course



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

DATA ANALYTICS CERTIFICATION

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

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?

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