

UT AUSTIN'S INNOVATIVE HUMAN-CENTERED MULTIDISCIPLINARY SECTOR-BUSTING BACHELOR'S DEGREE

Human Dimensions of OrganizationsBachelor's Degree

OVERVIEW & REQUIREMENTS

HUMAN DIMENSIONS OF ORGANIZATIONS (HDO) IS AN INNOVATIVE BACHELOR OF ARTS DEGREE PROGRAM FROM THE COLLEGE OF LIBERAL ARTS AT UT AUSTIN.

HDO is the first program of its kind. It teaches students to use the disciplines of the liberal arts—the humanities, and the social and behavioral sciences—to understand workplace interactions and how organizations can best serve their employees, customers, and clients.

This major is intended for students who envision themselves solving human-centered problems in organizations including business, government, nonprofits, and the military.

The liberal arts have always taught critical thinking skills and effective communication, which are crucial to success in organizations. These disciplines also provide a deeper understanding of culture, motivation and behavior, group dynamics, and individual psychology. By teaching HDO majors how these skills apply to the workplace, they will leave UT Austin well-rounded and career ready.



STUDENTS WITH A DEEP KNOWLEDGE OF THESE AREAS OF STUDY ARE WELL-SUITED TO ADDRESS THE PEOPLE-CENTERED CHALLENGES OF GLOBALIZATION, REGULATION, LINGUISTIC DIVERSITY, AND CULTURAL DIFFERENCES.



THE HDO BACHELOR'S DEGREE PROVIDES A BROAD-BASED EXPLORATION OF LIBERAL ARTS AS APPLIED TO ORGANIZATIONS. IT ALLOWS STUDENTS TO:

- Develop effective, persuasive oral and written communication skills;
- Understand ethical behavior in the workplace;
- Broaden their knowledge of the types of cultures that influence organizations;
- Measure human behavior to inform decisionmaking,
- Consider how key lessons from the humanities and the social/behavioral sciences can be applied in organizational settings, and
- Interact with professionals in HDO's Executive Master's degree program (upperclassmen only).

The HDO Bachelor's Degree is interdisciplinary, which means that majors take a combination of core HDO classes and a variety of approved courses offered in other departments.

» ORGANIZATION OF THE MAJOR

Thirty semester hours of Human Dimensions of Organizations, at least eighteen of which must be upper-division, including:

- 1. Human Dimensions of Organizations 301
- 2. Human Dimensions of Organizations 320
- 3. At least three hours in each of the following four fields:
 - Data and analytical methods
 - · Qualitative reasoning
 - · Creativity and innovation
 - Culture and communication
- 4. Nine additional upper-divison hours from a single field in section 3
- 5. Human Dimensions of Organizations 379

Core course descriptions, as well as a list of approved courses for section three, are available at hdo.utexas.edu/ba.

Current and prospective HDO majors have access to appointments with HDO's Senior Advisor. Contact information available at the URL above.



"The HDO bachelor's program focuses on understanding organizational dynamics and behaviors—how organizations work—which is an essential skill in today's rapidly changing work environment. To succeed, leaders need more than good functional skills; they need to communicate well across silos, understand complex organizational interdependencies, and adapt to ambiguous and rapidly changing business environments."

- BJORN BILLHARDT, HDO EXTERNAL ADVISOR CEO, ABILITIE

"HDO majors research the secret ingredient of success for any profession or organization: the humans.

Understanding the subtle rhythms and patterns of human interaction can help us better understand why we act the way we do, and how we can cultivate proactive relationships with each other. This introspective system is valuable not only to an individual, but also to a company as a whole. The more we understand about the people we interact with—be they friend, family, coworker, or even stranger—the better we can all work together, and the more we can all achieve together."

- CLINT STEPP, HDO MAJOR

HDO.UTEXAS.EDU/BA