Welcome

Human Dimensions of Organizations
The University of Texas at Austin

15-Month Master’s Degree
Leadership • Strategic Thinking • Ethics
Communication • Change Management • Decision Making

Program Overview
Human Dimensions of Organizations (HDO) is a unique graduate program designed for working professionals.

By exploring diverse disciplines such as psychology, history, literature, sociology, philosophy, and anthropology with some of the University’s best professors, an HDO Master’s degree will give you the tools to:

- Discern the root causes of why businesses and nonprofits function effectively, and why they often do not.
- Understand how and why the key components of organizations—people—behave and work the way they do.
- Develop leadership skills to create effective and lasting change in organizations of any size or type.
HDO’s practice-oriented and multidisciplinary curriculum develop students into well-rounded “internal consultants,” ready to tackle a wide range of organizational challenges.

Each cohort consists of experienced professionals from a diverse range of fields, allowing for an exchange of ideas across sectors.

All students complete a Capstone Project, allowing them to draw on what they’ve learned to tackle an organizational problem of their choice.

15-Month Program
Our fast-paced program is focused on providing you with immediately applicable skills.

Classes on Alternating Weekends
Earn your Master’s degree while producing great work for your organization.

Distance Learning Option
If you are on the road often, you can participate in class meetings in real time, from anywhere in the world.
“Innovation can’t simply be ordered up. To create and sustain an innovative culture, you must go beyond being managers to becoming leaders. HDO can play a fundamental role in this transformation.”

– CRAIG WYNETT, CHIEF LEARNING OFFICER, PROCTER & GAMBLE
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HDO’s graduate curriculum is unique in its balance of the conceptual consideration and practical application of ideas. Our coursework requires students to examine real-world challenges through a variety of disciplinary lenses.

By acquiring skills central to specific disciplines, students will learn to draw on a range of approaches to analyze, consider, and improve the structure and function of organizations.

**HDO 285: Organizational Ethics**
Students study the philosophical underpinnings of ethics, examine case studies of ethics in organizations, and explore ethics as they pertain to organizational contexts.

**HDO 287: The Structure of Organizations**
Students pursue a multidisciplinary approach to understanding how money, information, and influence flow through organizations and between related organizations.

**HDO 288: Writing and Researching Organizations**
Students examine various approaches to organizational writing and research. They will learn how to plan, organize, and execute an organization-based research project.

**HDO 380: Cultural Perspectives on the Human Dimensions of Organizations**
Students focus on the ways in which various group dynamics affect the internal and external effectiveness of organizations.

**HDO 381: Individual Perspectives on the Human Dimensions of Organizations**
Students explore the roles of individuals’ relationships to organizations from a multidisciplinary perspective.
HDO 382: Approaches to Leadership
Students draw on a range of approaches and materials to consider and discuss what makes a leader effective and how circumstances influence a leader’s success.

HDO 383: Society, Culture, and Diversity
Students examine the effects of gender, race/ethnicity, sexual orientation, culture, and globalization on organizational change.

HDO 384: Organizational Inertia, Decision-Making, and Change
Students review theories and methods for understanding how organizational environments support habits, and how individuals and groups make decisions.

HDO 386: Persuasion and Argumentation
Students focus on how effective persuasion works within organizations and at the individual level.

HDO 390: Qualitative Research in Organizations
Students learn qualitative approaches to studying people in organizational settings. Approaches may include narrative, phenomenology, grounded theory, ethnography, case studies.

HDO 391: Quantitative Research in Organizations
Students learn quantitative approaches for studying the human dimensions of organizations. Students will learn how to design, conduct, and analyze projects involving quantitative research.

HDO 695: Capstone Project
Personal research, no formal classes held.

In-depth course descriptions available at hdo.utexas.edu/ma.

The degree requires 36 credit hours spread across four successive semesters: fall, spring, summer, and the following fall.

These classes include a two-semester core course, nine courses offering depth in topics relevant to the degree, and six hours dedicated to the completion of a Capstone Project during the final semester of the program. All courses are required and taken in a prescribed sequence.
# Ready to Apply?

**A Completed HDO Application Includes:**

- **A bachelor’s degree in any discipline from a regionally accredited college or university** (or a comparable degree from a foreign academic institution)
- **Undergraduate transcripts** (and graduate transcripts, if applicable)
- **A grade point average of 3.0 in upper-division coursework** (and graduate work, if applicable)
- **An official GRE or GMAT score taken within the past five years** (foreign students are required to submit TOEFL scores as well)
- **A résumé or CV detailing work and academic experience**
- **Two essays** (essay prompts available at hdo.utexas.edu/ma)
- **Three letters of recommendation** (these may be professional and/or academic in nature)

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**GRE/GMAT Waiver:** HDO may waive this requirement for applicants who meet certain criteria. More information on GRE/GMAT waivers is available at hdo.utexas.edu/ma.

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# Learn More or Contact Us

If you are interested in applying to or learning more about our program, visit [hdo.utexas.edu/ma](http://hdo.utexas.edu/ma). Dr. Amy Ware, HDO’s Director, is also happy to discuss specific ways in which an HDO education will help you meet your professional goals.

To setup a meeting or phone call with Dr. Ware, please contact Miles Husid, HDO’s Marketing Coordinator, at miles.husid@utexas.edu or 512-232-4407.