

# Naveen Jindal School of Management

## Global Business and Human Resource Management (Double Major) (BS)

### Bachelor of Science in Global Business and Human Resource Management (Double Major)

Degree Requirements (128 semester credit hours)<sup>1</sup>

The Bachelor of Science in Global Business (BS GB) and Bachelor of Science in Human Resource Management (BS HRM) double major is a minimum 128 semester credit hours degree program that prepares students to address human resource issues in global markets. The program emphasizes building key skills and competencies of HR professionals working with global talent and mobility such as cross-cultural communication, recruitment and selection for global projects as well as understanding foreign employment laws. Students also gain analytical decision-making and problem-solving skills through real-life HR consulting and global mobility projects, and internships.

A minimum of 9 semester credit hours must be earned during a semester of study abroad. Any 9 semester credit hours from the degree plan may be chosen, however, students should be aware that study abroad courses are subject to a pre-approval process to ensure transferability.<sup>2</sup>

### Faculty

FACG> jsom-global-business-bs

**Professors:** Ashiq Ali, Alain Bensoussan, Gary Bolton, Metin Çakanyildirim, Huseyin Cavusoglu, Daniel A. Cohen, William M. Cready, Milind Dawande, Theodore E. Day, Gregory G. Dess, Umit G. Gurun, Ernan E. Haruvy, Varghese S. Jacob, Sanjay Jain, Ganesh Janakiraman, Elena Katok, Dmitri Kuksov, Nanda Kumar, Seung-Hyun Lee, Stanley Liebowitz, Zhiang (John) Lin, Sumit K. Majumdar, Syam Menon, Vijay S. Mookerjee, B. P. S. Murthi, Vikram Nanda, Özalp Özer, Mike W. Peng, Hasan Pirkul, Suresh Radhakrishnan, Srinivasan Raghunathan, Ram C. Rao, Brian Ratchford, Michael J. Rebello, Sumit Sarkar, Suresh P. Sethi, Kathryn E. Stecke, Riki Takeuchi, Wing Kwong (Eric) Tsang, Harold Zhang, Zhiqiang (Eric) Zheng

**Professor Emeritus:** Dale Osborne

**Clinical Professors:** John Barden, Britt Berrett, Abhijit Biswas, Ranavir Bose, Pamela Foster Brady,

Shawn Carraher, Larry Chasteen, Paul Convery, David Cordell, Kutsal Dogan, Howard Dover, Forney Fleming III, John Gamino, Randall S. Guttery, Charles Hazzard, William Hefley, Robert Hicks, Gerald (Jerry) Hoag, Marilyn Kaplan, Ching-Chung Kuo, Sonia Leach, Peter Lewin, Jeffrey Manzi, John F. McCracken, Dennis McCuiston, Diane S. McNulty, Divakar Rajamani, Daniel Rajaratnam, David Ritchey, Rajiv Shah, Mark Thouin, Keith Thurgood, Jeff Weekley, Habte Woldu, Fang Wu, Laurie L. Ziegler

**Associate Professors:** Nina Baranchuk, Norris Bruce, Jianqing Chen, Zhonglan Dai, Rebecca Files, Xianjun Geng, J. Richard Harrison, Dorothée Honhon, Kyle Hyndman, Surya N. Janakiraman, Robert L. Kieschnick Jr., Atanu Lahiri, Jun Li, Ningzhong Li, Livia Markóczy, Amit Mehra, Toyah Miller, Ramachandran (Ram) Natarajan, Naim Bugra Ozel, H. Dennis Park, Valery Polkovnichenko, Cuili Qian, Orlando C. Richard, Young U. Ryu, Gil Sadka, Jane Salk, Harpreet Singh, David J. Springate, Upender Subramanian, Kelsey D. Wei, Han (Victor) Xia, Jun Xia, Ying Xie, Yexiao Xu, Alejandro Zentner, Jieying Zhang, Yuan Zhang, Feng Zhao, Yibin Zhou

**Clinical Associate Professors:** Shawn Alborz, Steven Guengerich, Lale Guler, Dawn Owens, David Parks, Carolyn Reichert, Avanti P. Sethi, Kelly Slaughter, Jeanne Sluder, James Szot, McClain Watson

**Assistant Professors:** Mehmet Ayvaci, Qi (George) Chen, Khai Chiong, Emily Choi, Bernhard Ganglmair, Nathan Goldman, Ying Huang, Sora Jun, Sheen Levine, Meng Li, Xiaolin Li, Maria Loumiotis, Jean-Marie Meier, Radha Mookerjee, Anyan Qi, Alejandro Rivera Mesias, Alessio Saretto, Simon Siegenthaler, Serdar Simsek, Shaojie Tang, Christian Von-Drathen, Shouqiang Wang, Malcolm Wardlaw, Junfeng Wu, Steven Xiao, Shengqi Ye, Nir Yehuda, Zhe (James) Zhang, Xiaofei Zhao

**Clinical Assistant Professors:** Athena Alimirzaei, Christina (Krysta) Betanzos, Moran Blueshtein, Judd Bradbury, Jerome Gafford, Ayfer Gurun, Maria Hasenhuttl, Julie Haworth, Jeffery (Jeff) Hicks, Revansiddha Khanapure, Kristen Lawson, Kathryn Lookadoo, Liping Ma, Sarah Moore, Ravi Narayan, Parneet Pahwa, Jason Parker, Drew Peabody, Nassim Sohaee

**Senior Lecturers:** Semiramis Amirpour, Frank Anderson, Vivek Arora, Tiffany A. Bortz, Richard Bowen, Monica E. Brussolo, Juliann Chapman, George DeCourcy, Eugene (Gene) Deluke, Alexander Edsel, Amal El-Ashmawi, Carol Flannery, Mary Beth Goodrich, Thomas (Tom) Henderson, Jennifer G. Johnson, Jackie Kimzey, Chris Linsteadt, Joseph Mauriello, Victoria D. McCrady, Edward Meda, Robert (Stephen) Molina, Prithi Narasimhan, Mohammad Naseri Taheri, Madison Pedigo, Matt Polze, James Richards, Debra Richardson, Anindita Roy Bardhan, Kashif Saeed, Margaret Smallwood, Steven Solcher, Luell (Lou) Thompson, Amy L. Troutman, Robert Wright, Kathy Zolton, Hubert Zydorek

I. Core Curriculum Requirements: 42 semester credit hours<sup>3</sup>

**Communication: 6 semester credit hours**

[COMM 1311](#) Survey of Oral and Technology-based Communication

[RHET 1302](#) Rhetoric<sup>4</sup>

**Mathematics: 3 semester credit hours**

[MATH 1325](#) Applied Calculus I <sup>4, 5, 6</sup> <sub>\_ \_</sub>

**Life and Physical Sciences: 6 semester credit hours**

Select any 6 semester credit hours from Life and Physical Sciences core courses (see advisor and degree requirements)

**Language, Philosophy and Culture: 3 semester credit hours**

Select any 3 semester credit hours from Language, Philosophy and Culture core courses (see advisor)

**Creative Arts: 3 semester credit hours**

Select any 3 semester credit hours from Creative Arts core courses (see advisor)

**American History: 6 semester credit hours**

Select any 6 semester credit hours from American History core courses (see advisor)

**Government / Political Science: 6 semester credit hours**

[GOVT 2305](#) American National Government

[GOVT 2306](#) State and Local Government

**Social and Behavioral Sciences: 3 semester credit hours<sup>7</sup> <sub>\_</sub>**

[BA 1320](#) Business in a Global World <sup>4, 5</sup> <sub>\_ \_</sub>

or [ECON 2301](#) Principles of Macroeconomics <sup>3, 4, 5</sup> <sub>\_ \_</sub>

**Component Area Option: 6 semester credit hours<sup>7</sup> <sub>\_</sub>**

Choose two of the following:<sup>7</sup> <sub>\_</sub>

[BA 1310](#) Making Choices in Free Market Systems <sup>4, 5</sup> <sub>\_ \_</sub>

[BA 1320](#) Business in a Global World <sup>4, 5</sup> <sub>\_ \_</sub>

[ECON 2301](#) Principles of Macroeconomics <sup>4, 5</sup> <sub>\_ \_</sub>

[ECON 2302](#) Principles of Microeconomics <sup>4, 5</sup> <sub>\_ \_</sub>

II. Major Requirements: 83 semester credit hours

**Major Preparatory Courses: 12 semester credit hours beyond Core Curriculum<sup>7</sup>**

[ACCT 2301](#) Introductory Financial Accounting<sup>4</sup>

[ACCT 2302](#) Introductory Management Accounting<sup>4</sup>

[BLAW 2301](#) Business and Public Law<sup>4</sup>

[BA 1310](#) Making Choices in Free Market Systems<sup>4, 5</sup>

or [ECON 2302](#) Principles of Microeconomics<sup>4, 5</sup>

[BA 1320](#) Business in a Global World<sup>4, 5</sup>

or [ECON 2301](#) Principles of Macroeconomics<sup>4, 5</sup>

[MATH 1325](#) Applied Calculus I<sup>4, 5, 6</sup>

[STAT 3360](#) Probability and Statistics for Management and Economics

or [OPRE 3360](#) Managerial Methods in Decision Making Under Uncertainty

**Major Core Courses: 26 semester credit hours**

[BA 1100](#) Business Basics and [IMS 3100](#) Professional Development<sup>8</sup>

or [IMS 3200](#) Introduction to Business and Professional Development<sup>8</sup>

[BCOM 3310](#) Business Communication

[BCOM 4350](#) Advanced Business Communication

[FIN 3320](#) Business Finance

[ITSS 3300](#) Information Technology for Business

[OPRE 3310](#) Operations Management

[OBHR 3330](#) Introduction to Human Resource Management

or [OBHR 3310](#) Organizational Behavior

[MKT 3300](#) Principles of Marketing

[IMS 3310](#) International Business

**Major Related Courses: 39 semester credit hours**

[IMS 4320](#) or [MKT 4320](#) International Marketing

[FIN 3380](#) International Financial Management

[IMS 4330](#) Global Human Resource Management

[IMS 4373](#) Global Strategy

[BLAW 3301](#) Employment Law

[BLAW 4301](#) International Law

[OBHR 4331](#) Compensation and Benefits Administration

[OBHR 4333](#) Performance Management

[OBHR 4334](#) Talent Acquisition and Management

[OBHR 4335](#) Training and Development

[OBHR 4354](#) Leading Organizational Change

[OBHR 4360](#) Capstone in Organizational Behavior

Plus choose one course from the following:

[OBHR 3310](#) Organizational Behavior (if not used in Major Core Courses)

[OBHR 4350](#) Introduction to Leading and Managing

[OBHR 4352](#) Negotiation and Dispute Resolution

[OBHR 4336](#) Labor and Employee Relations

[OBHR 4337](#) HR Analytics

[OBHR 4356](#) Power and Influence in Organizations

[OBHR 4300](#) Management of Non-Profit Organizations

[OBHR 4310](#) Business Ethics

[OBHR 4361](#) The Human Resource Professional

[ITSS 4353](#) Business Analytics

## Foreign Language Requirement: 6 semester credit hours of the same language

If the language credit is obtained without taking classes, six additional semester credit hours of Free Electives (upper-division or lower-division) can be taken by student.

Students are strongly encouraged to meet with their Program Director every semester to discuss their progress, career interests, and international experiences.

### III. Elective Requirements: 3 semester credit hours

A practicum experience is required; the student has the option of zero to 3 semester credit hours, depending on the particular internship, and preference for additional electives.

[IMS 4V90](#) Management Internship

[IMS 4090](#) Management Internship

A community engagement experience is required; the student has the option of zero or 3 semester credit hours, depending on the particular experience, and preference for additional electives.

[IMS 4335](#) Social Sector Entrepreneurship and Community Engagement

or [ENTP 4340](#) Social Sector Entrepreneurship and Community Engagement

or [MKT 4360](#) Social Marketing

or [BA 4095](#) Social Sector Engagement and Community Outreach Practicum

Additional Elective Options:

[IMS 4310](#) Export Market Development

[ENTP 4311](#) Entrepreneurial Strategy and Business Models

[FIN 3350](#) Financial Markets and Institutions

[OBHR 4310](#) Business Ethics

[OBHR 4352](#) Negotiation and Dispute Resolution

[OPRE 3320](#) Supply Chain Management

Faculty Led Foreign Study Trip:

[GEOG 3370](#) The Global Economy

[ECON 4360](#) International Trade

Any JGE course: [IMS 3091](#), [IMS 3092](#), [IMS 3093](#), [IMS 3094](#), [IMS 3095](#), [IMS 3096](#), [IMS 3V91](#), [IMS 3V92](#), [IMS 3V93](#), [IMS 3V94](#), [IMS 3V95](#), [IMS 3V96](#)

1. Incoming freshmen must enroll and complete requirements of UNIV 1010 and the corresponding school-related freshman seminar course. Students, including transfer students, who complete their core curriculum at UT Dallas must take UNIV 2020.
2. Students with non-academic obligations (for example, full time jobs) who cannot study abroad for an entire semester may request a waiver to substitute 6 semester credit hours of faculty led study trips (IMS 3V91, IMS 3V92, IMS 3V93, IMS 3V94, IMS 3V95, IMS 3V96). An international internship may also be substituted for the semester of study abroad.
3. Curriculum Requirements can be fulfilled by other approved courses from institutions of higher education. The courses listed are recommended as the most efficient way to satisfy both Core Curriculum and Major Requirements at UT Dallas.
4. Indicates a prerequisite class to be completed before enrolling for upper-division classes.
5. A required Major course that also fulfills a Core Curriculum requirement. Semester credit hours are counted in Core Curriculum.
6. Students may elect to substitute MATH 2413 or MATH 2417.
7. Certain courses listed are prerequisites for major core (e.g., BA 1320 or ECON 2301 for IMS 3310), major concentration, or major related courses. Choose accordingly.
8. JSOM freshmen are required to take BA 1100 and IMS 3100. Transfer students and students new to JSOM are required to take IMS 3200.

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