Naveen Jindal School of Management

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

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

Degree Requirements (128 semester credit hours)\(^1\)

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.\(^2\)

Faculty


**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 McCuistion, 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, Lívia 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: Steven Guengerich, Lale Guler, 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 Loumioti, 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: Shawn Alborz, 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, Dawn Owens, Parneet Pahwa, Jason Parker, Drew Peabody, Nassim Sohaee


I. Core Curriculum Requirements: 42 semester credit hours

Communication: 6 semester credit hours

COMM 1311 Survey of Oral and Technology-based Communication
RHET 1302 Rhetoric

Mathematics: 3 semester credit hours

MATH 1325 Applied Calculus

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
   \[ \text{GOVT 2305} \text{ American National Government} \]
   \[ \text{GOVT 2306} \text{ State and Local Government} \]

Social and Behavioral Sciences: 3 semester credit hours
   \[ \text{BA 1320} \text{ Business in a Global World}^{4, 5} \]
   or \[ \text{ECON 2301} \text{ Principles of Macroeconomics}^{3, 4, 5} \]

Component Area Option: 6 semester credit hours
   Choose two of the following:
   \[ \text{BA 1310} \text{ Making Choices in Free Market Systems}^{4, 5} \text{ (Awaiting Core Approval from THECB)} \]
   \[ \text{BA 1320} \text{ Business in a Global World}^{4, 5} \]
   \[ \text{ECON 2301} \text{ Principles of Macroeconomics}^{4, 5} \]
   \[ \text{ECON 2302} \text{ Principles of Microeconomics}^{4, 5} \]

II. Major Requirements: 83 semester credit hours

Major Preparatory Courses: 12 semester credit hours beyond Core Curriculum
   \[ \text{ACCT 2301} \text{ Introductory Financial Accounting}^{4} \]
   \[ \text{ACCT 2302} \text{ Introductory Management Accounting}^{4} \]
   \[ \text{BLAW 2301} \text{ Business and Public Law}^{4} \]
   \[ \text{BA 1310} \text{ Making Choices in Free Market Systems}^{4, 5} \text{ (Awaiting Core Approval from THECB)} \]
   or \[ \text{ECON 2302} \text{ Principles of Microeconomics}^{4, 5} \]
   \[ \text{BA 1320} \text{ Business in a Global World}^{4, 5} \]
or **ECON 2301** Principles of Macroeconomics\(^4\), \(^5\)

**MATH 1325** Applied Calculus I\(^4\), \(^5\), \(^6\)

**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\(^8\)

or **IMS 3200** Introduction to Business and Professional Development\(^8\)

**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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