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)

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.

Faculty


Associate Professors: Mehmet Ayvaci, Nina Baranchuk, Norris Bruce, Jianqing Chen, Zhonglan Dai, Rebecca Files, Dorothée Honghon, Bin Hu, 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, Cuili Qian, Orlando C. Richard, Young U. Ryu, Gil Sadka, Harpreet Singh, David J. Springate, Upender Subramanian, Kelsey D. Wei, Han (Victor) Xia, Jun Xia, Ying Xie, Yexiao Xu, Alejandro Zentner, Jiaying Zhang, Yuan Zhang, Feng Zhao, Yibin Zhou

Assistant Professors: Khai Chiong, Emily Choi, Andrew Frazelle, Ying Huang, Joonhwi Joo, Sora Jun, Sheen Levine, Meng Li, Maria Loumioti, Jean-Marie Meier, Radha Mookerjee, Anyan Qi, Alejandro Rivera
Mesias, Alessio Saretto, Simon Siegenthaler, Serdar Simsek, Shaojie Tang, Xiaoxiao Tang, Shervin Tehrani, Ashwin Venkataraman, Christian Von-Drathen, Guihua Wang, Shouqiang Wang, Junfeng Wu, Steven Xiao, Yingjie Zhang, Zhe (James) Zhang, Xiaofei Zhao

**Professors Emeriti:** Dale Osborne, John J. Wiorkowski

**Assistant Professors Emeriti:** J. Richard Harrison, Jane Salk

**Clinical Professors:** John Barden, Britt Berrett, Abhijit Biswas, Ranavir Bose, Shawn Carraher, Larry Chasteen, David Cordell, Howard Dover, John Gamino, Randall S. Guttery, Charles Hazzard, William Hefley, Marilyn Kaplan, Sonia Leach, Peter Lewin, Jeffrey Manzi, Diane S. McNulty, Divakar Rajamani, Daniel Rajaratnam, Kannan Ramanathan, David Ritchey, Rajiv Shah, Mark Thouin, Jeff Weekley, Habte Woldu, Fang Wu, Laurie L. Ziegler

**Clinical Associate Professors:** Shawn Alborz, Dawn Owens, Avanti P. Sethi, Ramesh Subramoniam, Aysegul Toptal, McClain Watson, David Widdifield, dxp153830. carolyn

**Clinical Assistant Professors:** Athena Alimirzaei, Moran Blueshtein, Judd Bradbury, Sourav Chatterjee, 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

**Assistant Professor of Instruction:** Rasoul Ramezani

**Senior Lecturers:** Khaterah Ahadi, Semiramis Amipour, Frank Anderson, Tiffany A. Bortz, Richard Bowen, Monica E. Brussolo, Juliann Chapman, George DeCourcy, Alexander Edsel, Amal El-Ashmawi, Negin Enayaty Ahangar, Mary Beth Goodrich, Thomas (Tom) Henderson, Abu Naser Islam, Scott Janke, 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, Debra Richardson, Gaurav Shekhar, Margaret Smallwood, Steven Solcher, Timothy Stephens, Luell (Lou) Thompson, Guido Tirone, Robert Wright, Kathy Zolton, Hubert Zydorek

### I. Core Curriculum Requirements: 42 semester credit hours

#### Communication: 6 semester credit hours

Select any 6 semester credit hours from [Communication Core](#) courses (see advisor)

#### 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...
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
Choose one of the following:
   BA 1310 Making Choices in Free Market Systems
   BA 1320 Business in a Global World
   ECON 2301 Principles of Macroeconomics
   ECON 2302 Principles of Microeconomics

Component Area Option: 6 semester credit hours
Choose two of the following:
   BA 1310 Making Choices in Free Market Systems
   BA 1320 Business in a Global World
   ECON 2301 Principles of Macroeconomics
   ECON 2302 Principles of Microeconomics

II. Major Requirements: 81 semester credit hours

Major Preparatory Courses: 12 semester credit hours beyond Core Curriculum
   ACCT 2301 Introductory Financial Accounting
   ACCT 2302 Introductory Management Accounting
   BLAW 2301 Business and Public Law
   MATH 1325 Applied Calculus
   STAT 3360 Probability and Statistics for Management and Economics
or **OPRE 3360** Managerial Methods in Decision Making Under Uncertainty

Choose two of the following:

- **BA 1310** Making Choices in Free Market Systems
- **BA 1320** Business in a Global World
- **ECON 2301** Principles of Macroeconomics
- **ECON 2302** Principles of Microeconomics

**Major Core Courses: 24 semester credit hours**

- **BCOM 1300** Introduction to Professionalism and Communication in Business
- or **BCOM 3300** Professionalism and Communication in Business
- **BCOM 4300** Managing Communications in Business
- **IMS 3310** International Business
- **FIN 3310** 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

**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 4395** Capstone Senior Project - Human Resource Management
or **IMS 4395** Capstone Senior Project - Global Business
or **BPS 4395** Capstone Senior Project - Business
or **ENTP 4395** Capstone Senior Project - Entrepreneurship

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: 5 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** Integrated Supply Chain Management  

Faculty Led Foreign Study Trip:  
**GEOG 3370** The Global Economy  
**ECON 4360** International Trade  


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 1310 or BA 1320 or ECON 2301 for IMS 3310), major concentration, or major related courses. Choose accordingly.

8. JSOM freshmen are required to take BCOM 1300. Transfer students and students new to JSOM are required to take BCOM 3300.