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)*

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, Zhonglan Dai, Rebecca Files, Dorothée Honhon, Bin Hu, Surya N. Janakiraman, Robert L. Kieschnick Jr., Atanu Lahiri, Jun Li, Ningzhong Li, Maria Loumioti, Lívia Markóczy, Toyah Miller, Ramachandran (Ram) Natarajan, Naim Bugra Ozel, H. Dennis Park, Anyan Qi, Young U. Ryu, Harpreet Singh, David J. Springate, Upender Subramanian, Shaojie Tang, Shouqiang Wang, Kelsey D. Wei, Han (Victor) Xia, 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, Jean-Marie Meier, Radha Mookerjee, Alejandro Rivera Mesias, Alessio Saretto,
Simon Siegenthaler, Serdar Simsek, Xiaoxiao Tang, Shervin Tehrani, Ashwin Venkataraman, Christian Von-Drathen, Guihua Wang, Junfeng Wu, Steven Xiao, Yingjie Zhang, Zhe (James) Zhang, Xiaofei Zhao

**Professor Emeritus:** John J. Wiorkowski

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

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

**Clinical Associate Professors:** Shawn Alborz, Dawn Owens, Carolyn Reichert, Avanti P. Sethi, Ramesh Subramoniam, Aysegul Toptal, David Widdifield

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

**Professors of Instruction:** Semiramis Amirpour, Charles Hazzard, Luell (Lou) Thompson

**Associate Professors of Instruction:** Ayfer Gurun, Maria Hasenhuttl, Mohammad Naseri Taheri

**Assistant Professors of Instruction:** Negin Enayaty Ahangar, Julie Haworth, Rasoul Ramezani, Gaurav Shekhar

**Professors of Practice:** Ranavir Bose, Rajiv Shah

**Associate Professor of Practice:** David Parks

**Assistant Professors of Practice:** Abu Naser Islam, Scott Janke, Timothy Stephens

**Senior Lecturers:** Khatereh Ahadi, Tiffany A. Bortz, Richard Bowen, Monica E. Brussolo, Juliann Chapman, George DeCourcy, Alexander Edsel, Amal El-Ashmawi, 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, Madison Pedigo, Matt Polze, Margaret Smallwood, Steven Solcher, Guido Tirone, Robert Wright, Kathy Zolton, Hubert Zydorek

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**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 1, 5, 6, 7

  Or select any 3 semester credit hours from **Mathematics Core** courses (see advisor)

**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

Or select any 6 semester credit hours from Government/Political Science Core courses (see advisor)

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

Or select any 3 semester credit hours from Social and Behavioral Sciences Core courses (see advisor)

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

Or select any 6 semester credit hours from Component Area Option Core courses (see advisor)

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 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

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 of at least 160 working hours 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
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

Choose from the following to fulfill remaining Guided Elective semester credit hours:

**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

**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 2 faculty-led international study trip courses (IMS 3091, IMS 3092, IMS 3093, IMS 3094, IMS 3095, IMS 3096, 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. In order to make timely degree progress, students should complete MATH 1325 or its equivalent by the end of their first semester at UT Dallas. Students who will not meet this requirement should contact their academic advisor to discuss their degree timeline.

8. Certain courses listed are prerequisites for major core, major concentration, or major related courses. Choose accordingly.

9. JSOM first-time-in-college freshmen are required to take BCOM 1300 in their first semester. Transfer students and students new to JSOM are required to take BCOM 3300 in their first semester.