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, 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, Cuili Qian, Young U. Ryu, Gil Sadka, Harpreet Singh, David J. Springate, Upender Subramanian, Shaojie Tang, Kelsey D. Wei, Han (Victor) Xia, Yexiao Xu, Alejandro Zentner, Jieying 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, Xiaoxiao Tang, Shervin Tehrani, Ashwin Venkataraman, Christian Von-Drathen, Guihua Wang, Shouqiang Wang, Junfeng Wu, Steven Xiao, Yingjie
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
- **MATH 1326** Applied Calculus 2
- **MATH 1330** Calculus I

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
**IMS 4090** Management Internship

**BA 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

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

Any Faculty-Led International Study Trip 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**

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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.

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