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, 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, Xiaoxiao Tang, Shervin Tehran, Ashwin Venkataraman, Christian Von-Drathen, Guihua Wang, Shouqiang 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, David Ritchey, 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, Sourav Chatterjee, Jerome Gafford, Ayfer Gurun, Jeffery (Jeff) Hicks, Revansiddha Khanapure, Kristen Lawson, Kathryn Lookadoo, Liping Ma, Sarah Moore, Ravi Narayan, Parneet Pahwa, Jason Parker, Drew Peabody, Nassim Sohaee

**Professor of Instruction:** Charles Hazzard

**Associate Professor of Instruction:** Maria Hasenhuttl

**Assistant Professors of Instruction:** Julie Haworth, Rasoul Ramezani

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

**Associate Professor of Practice:** David Parks

**Senior Lecturers:** Khatereh Ahadi, Semiramis Amirpour, 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, 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](https://catalog.utdallas.edu/2021/undergraduate/programs/jsom/global-business-human-resource-management) courses (see advisor)

**Mathematics: 3 semester credit hours**

[MATH 1325](https://catalog.utdallas.edu/2021/undergraduate/programs/jsom/global-business-human-resource-management) Applied Calculus 1, 2, 3, 4

Or select any 3 semester credit hours from [Mathematics Core](https://catalog.utdallas.edu/2021/undergraduate/programs/jsom/global-business-human-resource-management) 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.²
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

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.