

回上一頁 列印

國立高雄科技大學
NATIONAL KAOHSIUNG
UNIVERSITY OF SCIENCE
AND TECHNOLOGY
授課大綱 Syllabus

部別：日間部碩士

110學年度第1學期

列印日期：2021/08/18

中文課程名稱：人力資源管理研究	英文課程名稱：Practicum of Hrmd	授課教師：董玉娟
開課班級：碩人一甲	學分：3.0	授課時數：3.0
合班班級：		實習時數：0.0

1. 中文教學目標(Chinese Teaching objectives)

This course is a broad introduction to human resources management(HRM). The purpose of the course is to assist you in understanding the principles, policies, and practices related to procurement, development, maintenance, and utilization of human resources. You will also become familiar with current issues or controversies in HRM.

2. 英文教學目標(English Teaching objectives)

This course is a broad introduction to human resources management(HRM). The purpose of the course is to assist you in understanding the principles, policies, and practices related to procurement, development, maintenance, and utilization of human resources. You will also become familiar with current issues or controversies in HRM.

3. 中文教學綱要(Chinese CourseDescription)

1. strategic Human Resource Management: An Overview 2. Business ethics and corporate social responsibility 3. Workforce diversity, Equal Employment opportunity, and affirmative action 4. Job Analysis, Strategic Planning, Human Resource Planning 5. Recruitment 6. Selection 7. Training and Development 8. Career Planning and Development 9. Performance Appraisal 10. Direct Financial Compensation 11. Benefits, Nonfinancial compensation, and Other Compensation Issues 12. Labor unions and collective bargaining 13. Internal employee relations 14. Global Human Resource Management

4. 英文教學綱要(English CourseDescription)

1. strategic Human Resource Management: An Overview 2. Business ethics and corporate social responsibility 3. Workforce diversity, Equal Employment opportunity, and affirmative action 4. Job Analysis, Strategic Planning, Human Resource Planning 5. Recruitment 6. Selection 7. Training and Development 8. Career Planning and Development 9. Performance Appraisal 10. Direct Financial Compensation 11. Benefits, Nonfinancial compensation, and Other Compensation Issues 12. Labor unions and collective bargaining 13. Internal employee relations 14. Global Human Resource Management

5. 中文核心能力

核心能力名稱	核心能力百分比
1 人才管理專業能力	100%

6. 英文核心能力

核心能力名稱	核心能力百分比
1 Professionalism in talent management	100%

7. 教科書

中文書名：Human resource Management 英文書名：

中文作者：Mondy, R. Wayne 英文作者：

1 中文出版社：新陸書局 英文出版社：

出版日期：年 月 備註：

2 中文書名： 英文書名：Human resource Management

中文作者： 英文作者：Mondy, R. Wayne

中文出版社： 英文出版社：Pearson

出版日期：年 月 備註：

8. 參考書

- 中文書名：Managing Human resources 英文書名：
 中文作者：Gomez-Mejia, L. R., Balkin, & Cardy, R. L. 英文作者：
- 1 中文出版社：Pearson Education, Inc. 英文出版社：
 出版日期：年 月 備註：
- 中文書名：Human Resource Management 英文書名：
 中文作者：Ivancevich, J. M. 英文作者：
- 2 中文出版社：McGraw Hill 英文出版社：
 出版日期：年 月 備註：
- 中文書名： 英文書名：
 中文作者： 英文作者：
- 3 中文出版社： 英文出版社：
 出版日期：年 月 備註：
- 中文書名：Human Resource Mangement: Gaining a competitive advantage 英文書名：
 中文作者：Noe, Holleneck, Gerhart & Wright 英文作者：
- 4 中文出版社：McGraw Hill 英文出版社：
 出版日期：年 月 備註：
- 中文書名： 英文書名：Managing Human resources
 中文作者： 英文作者：Gomez-Mejia, L. R., Balkin, & Cardy, R. L.
- 5 中文出版社： 英文出版社：Pearson Education, Inc.
 出版日期：年 月 備註：

9. 教學進度表

週次或項 目	中文授課內容	英文授課內容	分配節次 Assigned Classes	備註 Note
Week or Items	Chinese Course Content	English Course Content		
1	課程介紹	Introduction		
2	達芙妮實習經驗分享	Case Study		
3	Strategic Human Resource Management: An Overview	Strategic Human Resource Management: An Overview		
4	Business ethics and corporate social responsibility	Business ethics and corporate social responsibility		
5	Workforce diversity, Equal Employment opportunity, and affirmative action	Workforce diversity, Equal Employment opportunity, and affirmative action		Reading 1
6	Job Analysis, Strategic Planing, Human Resource Planning	Job Analysis, Strategic Planing, Human Resource Planning		Reading 2
7	校運會補假	take off		

8	Recruitment	Recruitment	Reading 3
9	期中考	Midterm	
10	Selection	Selection	
11	Training and Development	Training and Development	
12	Career Planning and Development	Career Planning and Development	
13	Performance Appraisal	Performance Appraisal	
14	Direct Financial Compensation	Direct Financial Compensation	
15	Benefits, Nonfinancial compensation, and Other compensation issue	Benefits, Nonfinancial compensation, and	Reading 4
16	彈性調整放假(Internal employee)	Internal employee	Reading 5
17	Labor unions and collective bargaining	Labor unions and collective bargaining	Reading 6
18	期末考	Final exam	

10. 中文成績評定(Chinese Evaluation method)

1. Midterm exam: 25% 2. Final tests: 25% 3. In-class presentation: 20% 4. Written report: 10% 5. In-class discussion & participation: 20%

11. 英文成績評定(English Evaluation method)

1. Midterm exam: 25% 2. Final tests: 25% 3. In-class presentation: 20% 4. Written report: 10% 5. In-class discussion & participation: 20%

12. 中文課堂要求(Chinese Classroom requirements)

1. 課本內容報告: 每3人一組, 由各組同學負責每一章的報告, 負責的小組需於負責報告的前一週星期五前, 將報告的投影片交給老師, 老師修改後, 同學需依據老師的意見加以修改, 於當週進行報告 2. 英文paper 報告: 形式及要求同第1點 3. 個案討論於每次上課進行討論, 各組同學需於事前閱讀個案, 並召開小組會議討論, 小組每一位成員需於所安排討論的前一週星期日前繳交討論結果(至少二頁)

13. 英文課堂要求(English Classroom requirements)

none

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