

課程說明大綱

課程名稱	策略性人力資源管理 (Strategic Human Resource Management)				
修課年級	碩士(專)二年級	授課教師	陳必碩 老師	學分/時數	3
必 / 選 修	<input type="checkbox"/> 院共同必修	<input type="checkbox"/> 系專業必修	<input checked="" type="checkbox"/> 系專業選修	學程課程	否
能力培養			就業連結		
1. 聆聽	7. 團隊合作分工	1. 產業界人力資源部門管理師			
2. 理論知識	8. 邏輯性思考能力	2. 產業界人力資源部門專業經理			
3. 專業知識	9. 評論性思考能力				
4. 分析思考能力	10. 制度規劃與評估能力				
5. 溝通表達能力	11. 英文文章閱讀理解能力				
6. 知識整合能力					
教學目標					
1. 藉由閱讀學術論文與互動討論，提供學生關於策略性人力資源管理的整體性知識架構與諸多重要基礎概念。					
2. 教導學生執行各項策略性人力資源管理活動及其相關制度規劃/設計時所須具備的多項基礎工具和技能。					
3. 訓練學生從個案實例的分析討論中，了解策略性人力資源管理相關理論知識與工具技能的運用過程、注意事項/關鍵成功因素與成果效益，並對個案實例的實況提出評判與建議。					
課程內容					
1. Overview of SHRM					
Looking Inside for Competitive Advantage.					
Understanding Human Resource Management in the Context of Organizations and Their Environments.					
Implications of the Converging Economy for Human Resource Management.					
Human Resources and the Resource Based View of the Firm.					
The Complex Resource-Based View: Implications for Theory and Practice in Strategic Human Resource Management.					
Alignment of Human Resources and Their Impact on Business Performance.					
2. Global dimensions					
Converting Global Presence into Global Competitive Advantage.					
Human Resource Strategy in International Context.					
Reframing Global Mindset: From Thinking to Acting.					

A Quarter-Century Review of Human Resource Management in the U.S.: The Growth in Importance of the International Perspective.

HRM in China.

3. Strategy into action

HR Strategy and Competitive Advantage in the Service Sector.

Managing the Human Resource Architecture for Knowledge-Based Competition.

New HR Metrics: Scoring on the Business Scorecard.

4. Role of the HR department and HR professionals

The Three-Dimensional People Strategy: Putting Human Resources Policies into Action

Seeing the Elephant: Human Resource Management Challenges in the Age of Globalization.

The Changing Role of the Corporate HR Function in Global Organizations of the Twenty-first Century.

People Processing Systems and Human Resource Strategy.

Strategic Human Resource Management: A Look to the Future.

參考書目

1. Schuler, R.S., & Jackson, S.E. (2007). Strategic Human Resource Management (2nd ed.). MA: Blackwell Publishing. 台北：華泰文化代理進口。
2. Mello, J.A. (2011). Strategic Human Resource Management (3rd ed.). Australia: Thomson.
3. 國內外知名學術期刊相關理論性和實證性研究論文。