

**Human Resource Management (Spring 2013)**  
*Course offered in English and required to purchase 6 cases*

Instructor: Carol Yeh-Yun Lin    Ext. 81004, email: [yehyunln@nccu.edu.tw](mailto:yehyunln@nccu.edu.tw)

Class hour: 9:10 a.m. – 12:00 noon Wednesdays

Office hour: 8:30 – 9:00 a.m. & 12:00 – 12:30 p.m. Wednesdays or by appointment

Textbook:    Human Resource Management: An Asian Perspective, current edition

Reference:    Journal of Human Resource Management, Human Resource  
Planning and relevant journals, Harvard Business Review

Class format: Mainly text and case discussions, no lecture

Grading:

1. Case discussion & attendance	40%
2. Mid-Term Exam.	20%
3. Final Exam.	20%
4. Group term project	20%

Requirements:

1. This is a Business Administration Dept. required course. Students who would like to take this course should attend the “first” class.
2. Please come to the class on time and well-prepared with pre-class group discussion. Each student needs to read the chapters or the assigned text and case before the class. Contribution to classroom discussion will be rated by both the quality and quantity of the comments/opinions. Comments connected to textbook theories will be rated “better quality”.
3. Seating will be fixed after the “Add and Drop”, notebook computer is not allowed in the class.
4. Group term project with field interview is preferable; peer evaluation of the term project will be implemented.
5. Perfect attendance will earn bonus points and more than three absences will fail this course (starting from the first class).
6. Learning should be “fun”, enjoy!

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<u>Date</u>	<u>Chapters</u>	<u>Cases &amp; Questions</u>
2/27/13		Introduction
3/6	Chapter 1,2,3	Equal opportunity and SHRM
3/13	Chapter 4,5	Job analysis & HR planning
3/20	Chapter 6,7	Selection & interviewing candidates
	<u>Harvard case</u>	<b>Accenture's War for Talent in India</b>
3/27	Chapter 8	Training and developing employees

4/3	Chapter 9	Performance management and appraisal
4/10	Chapter 11	Establishing strategic pay plans
	<u>Harvard case</u>	<b>Teena Lerner: Dividing the Pie at Rx Capital (Abridged)</b>
4/17		Mid-term Exam.
4/24	Chapter 12,13	Financial incentives and benefits
5/1	Chapter 10	Managing careers
	<u>Ivey case</u>	<b>Non-traditional female entrepreneur</b>
5/8	Chapter 14	Ethics, justice, and fair treatment
	<u>Ivey case</u>	<b>Trouble in Paradise: Stakeholder Conflict</b>
5/15		Guest lecture
5/22	Chapter 15	Employee relations & collective bargaining
	<u>Ivey case</u>	<b>Botswana Uniform Agency (PTY) (A)</b>
5/29	Chapter 16	Employee safety and health
6/5	Chapter 17	Managing global HR
6/19	<u>Ivey cases</u>	<b>Lundbeck Korea: Managing an International Growth Engine</b>
6/26		Final, Term project oral report (report due)