

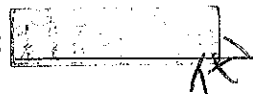
表二

103 學年度 商 學院 英語授課課程大綱

<p>課程名稱 Course Title</p> <p><input type="checkbox"/> 模組 <input type="checkbox"/> 個別</p>	<p>(中文) 人力資源管理</p> <p>(英文) Human Resource Management</p>
<p>課程目標 Course Objectives</p>	<p>At the completion of this course, students should be able to:</p> <ol style="list-style-type: none"> 1. understand the key functions of human resource management 2. understand how to run recruiting & selection, training & development, performance appraisal, compensation, and employee relations successfully. 3. understand the contemporary issues of human resource management
<p>課程大綱 Course Description</p>	<p>This course is to orient students about the key elements in each major human resource management function and the rationale behind each function. This course will be conducted based on a human resource management textbook, for the purpose that students will get a holistic picture about a systematic human resource management. The course will be supplemented by Harvard or Ivey cases for students to study practical HRM issues in real lives.</p>
<p>上課進度 Weekly Course Schedule</p>	<p>w1 Introduction w2 Chapter 1 ,2,3 Equal opportunity and SHRM w3 Chapter 4,5 Job analysis & HR planning w4 Chapter 6,7 Selection & interviewing candidates Harvard case Accenture's War for Talent in India w5 Chapter 8 Training and developing employees w6 Chapter 9 Performance management and appraisal w7 Chapter 11 Establishing strategic pay plans Harvard case Teena Lerner: Dividing the Pie at Rx Capital (Abridged) w8 Mid-term Exam. w9 Chapter 12,13 Financial incentives and benefits w10 Chapter 10 Managing careers w11 Chapter 14 Ethics, justice, and fair treatment Ivey case Trouble in Paradise: Stakeholder Conflict w12 With another class Company visits (very likely 5/10) w13 Chapter 15 Employee relations & collective bargaining Ivey case Botswana Uniform Agency (PTY) (A) w14 Chapter 17, 18 Managing global & SME HR w15 Chapter 16 Employee safety and health, term project oral report (report due) w16 Final exam.</p>
<p>教學方式 Instructional Method</p>	<p>PPT presentation, cases, and assigned topics discussions</p>
<p>課程要求 Course Requirements</p>	<ol style="list-style-type: none"> 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 students’ comments/opinions. Comments connected to textbook theories will be rated “better quality”.

	<p>3. Seating will be fixed after the “Add and Drop”, notebook computer is not allowed in the class.</p> <p>4. Group term project with field interview is preferable; peer evaluation of the term project will be implemented.</p> <p>5. Perfect attendance will earn bonus points and more than three absences will fail this course (starting from the first class).</p> <p>6. Learning should be “fun”, enjoy!</p>
<p>評量方式 Evaluation</p>	<p>Grading: 1. Case discussion & attendance 40%</p> <p>2. Mid-Term Exam. 20%</p> <p>3. Final Exam. 20%</p> <p>4. Group term project 20%</p>
<p>教材及參考書目 Textbooks & Suggested Materials</p>	<p>Dessler, G. (2013) Human Resource Management, 13th edition Journal of Human Resource Management, Human Resource Planning and relevant journals, Harvard Business Review</p>
<p>課程相關 連結網址 Course Website</p>	
<p>備註 Remarks</p>	

申請教師簽章：



開課單位主管簽章：

