

南台科技大學 98 學年度第 2 期課程資訊

課程名稱	人力資源管理
課程編碼	7ZM01601
系所代碼	07
開課班級	碩企管國際一甲
開課教師	羅尹希
學分	3.0
時數	3
上課節次地點	五 2 3 4 教室 S303
必選修	必修
課程概述	This unit examines the management of people as key organisational assets in achieving high performance organisations and competitive advantage?Managing people from a strategic operational and project perspective.
課程目標	<p>On successful completion of this unit students should be able to:</p> <ol style="list-style-type: none"> 1. Recognise the contribution that effective 'people management' can make to the achievement of the organisation's strategic objectives and to high performance organisations. 2. Evaluate alternative conceptual frameworks for the analysis of human resource management processes and outcomes. 3. Understand the changing political, economic, social, technological, legislative and institutional environment within which human resource management operates, and the impact of this framework on people decisions. 4. Develop the basic knowledge, skills and attitudes necessary for managers to plan for, recruit, motivate, train, develop and reward employees at work. 5. Evaluate the challenges and opportunities of human resource management in a rapidly changing world.
課程大綱	<p>Week</p> <ol style="list-style-type: none"> 1. Introduction to the course & group member development 2. Managing Human Resources & Understanding the External and Organizational Environments 3. HR Planning for Alignment and Change & Ensuring Fair Treatment and Legal Compliance 4. Using Job Analysis and Competency Modeling & 5. Recruiting and Retaining Qualified Employees 6. Selecting Employees to Fit the Job and the Organization 7. Training and Developing a Competitive Workforce

	8. Group Presentation for Mid-term 9. Group Presentation for Mid-term 10. Conducting Performance Management 11. Developing an Approach to Total Compensation 12. Using Performance-Based Pay to Achieve Strategic Objectives 13. Integrative Case 14. Providing Benefits and Services 15. Promoting Workplace Safety and Health 16. Understanding Unionization and Collective Bargaining 17. Revision for the Course and Final Exam 18. Final Exam
英文大綱	Week 1. Introduction to the course & group member development 2. Managing Human Resources & Understanding the External and Organizational Environments 3. HR Planning for Alignment and Change & Ensuring Fair Treatment and Legal Compliance 4. Using Job Analysis and Competency Modeling & 5. Recruiting and Retaining Qualified Employees 6. Selecting Employees to Fit the Job and the Organization 7. Training and Developing a Competitive Workforce 8. Group Presentation for Mid-term 9. Group Presentation for Mid-term 10. Conducting Performance Management 11. Developing an Approach to Total Compensation 12. Using Performance-Based Pay to Achieve Strategic Objectives 13. Integrative Case 14. Providing Benefits and Services 15. Promoting Workplace Safety and Health 16. Understanding Unionization and Collective Bargaining 17. Revision for the Course and Final Exam 18. Final Exam
教學方式	課堂教授,分組討論,口頭報告,
評量方法	自行設計測驗,作業/習題練習,實作評量,口頭報告,課堂討論,課程參與度(出席率), critical appraisal skills
指定用書	Managing Human Resources, 10e
參考書籍	書籍 Anthony, W. P., Kacmar, K. M., & Perrewe, P. L. (2006). Human resource management: A strategic approach (5th ed.). Thomson.

	Armstrong, M. (2006). A handbook of human resource management (10th ed.). London: Kogan Page. Nankervis, A., Compton, R., & Baird, M.(2006) Human resource management: Strategies and processes (6th ed.)Thomson Bratton, J., & Gold, J. (2003). Human resource management. Theory and practice (3rd ed.). Palgrave Macmillan.
先修科目	
教學資源	Resources and Facilities: Presentation Equipments, e.g, Microphne, Power point, Computers and overheads.
注意事項	Southern Taiwan Univeristyregards academic misconduct of any form as unacceptable. Academic misconduct includes, but is not limited to: 1.plagiarism; 2.unauthorised collaboration; 3.cheating in examinations; 4.theft of other students?work. The university defines academic misconduct as follows: 1. paraphrasing text without acknowledgment of the source; 2. paraphrasing text inadequately with acknowledgment of the source; 3. copying the text of another student's assignment
全程外語授課	1
授課語言 1	英語
授課語言 2	
輔導考照 1	
輔導考照 2	