

## 南台科技大學 101 學年度第 1 學期課程資訊

課程名稱	人力資源管理
課程編碼	N0M00D01
系所代碼	0N
開課班級	碩商管國際一甲
開課教師	羅尹希
學分	3.0
時數	3
上課節次地點	三 6 7 8 教室 E0604
必選修	選修
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"> <li>1. Recognise the contribution that effective 'people management' can make to the achievement of the organisation's strategic objectives and to high performance organisations.</li> <li>2. Evaluate alternative conceptual frameworks for the analysis of human resource management processes and outcomes.</li> <li>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.</li> <li>4. Develop the basic knowledge, skills and attitudes necessary for managers to plan for, recruit, motivate, train, develop and reward employees at work.</li> <li>5. Evaluate the challenges and opportunities of human resource management in a rapidly changing world.</li> </ol>
課程大綱	<p>Week</p> <ol style="list-style-type: none"> <li>1. Introduction to the course &amp; group member development</li> <li>2. Managing Human Resources &amp; Understanding the External and Organizational Environments</li> <li>3. HR Planning for Alignment and Change &amp; Ensuring Fair Treatment and Legal Compliance</li> <li>4. Using Job Analysis and Competency Modeling &amp;</li> <li>5. Recruiting and Retaining Qualified Employees</li> <li>6. Selecting Employees to Fit the Job and the Organization</li> <li>7. Training and Developing a Competitive Workforce</li> </ol>

	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	
評量方法	
指定用書	Managing Human Resources
參考書籍	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	
注意事項	<p>Southern Taiwan University regards academic misconduct of any form as unacceptable. Academic misconduct includes, but is not limited to:</p> <ol style="list-style-type: none"> <li>1. plagiarism;</li> <li>2. unauthorised collaboration;</li> <li>3. cheating in examinations;</li> <li>4. theft of other students' work.</li> </ol> <p>The university defines academic misconduct as follows:</p> <ol style="list-style-type: none"> <li>1. paraphrasing text without acknowledgment of the source;</li> <li>2. paraphrasing text inadequately with acknowledgment of the source;</li> <li>3. copying the text of another student's assignment</li> </ol>
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	