

# 南臺科技大學 108 學年度第 1 學期課程資訊

課程代碼	N0M00D01
課程中文名稱	人力資源管理
課程英文名稱	Human Resource Management
學分數	3.0
必選修	選修
開課班級	碩全球經管一乙
任課教師	黃培文
上課教室(時間)	週五第 2 節(S304A) 週五第 3 節(S304A) 週五第 4 節(S304A)
課程時數	3
實習時數	0
授課語言 1	華語
授課語言 2	
輔導考照 1	
輔導考照 2	
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.
先修科目或預備能力	
課程學習目標與核心能力之對應	
中文課程大綱	<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> <li>8. Group Presentation for Mid-term</li> <li>9. Group Presentation for Mid-term</li> <li>10. Conducting Performance Management</li> <li>11. Developing an Approach to Total Compensation</li> </ol>

	<p>12.Using Performance-Based Pay to Achieve Strategic Objectives</p> <p>13.Integrative Case</p> <p>14.Providing Benefits and Services</p> <p>15.Promoting Workplace Safety and Health</p> <p>16.Understanding Unionization and Collective Bargaining</p> <p>17.Revision for the Course and Final Exam</p> <p>18.Final Exam</p>
英/日文課程大綱	<p>Week</p> <p>1. Introduction to the course &amp; group member development</p> <p>2. Managing Human Resources &amp; Understanding the External and Organizational Environments</p> <p>3. HR Planning for Alignment and Change &amp; Ensuring Fair Treatment and Legal Compliance</p> <p>4. Using Job Analysis and Competency Modeling &amp;</p> <p>5. Recruiting and Retaining Qualified Employees</p> <p>6. Selecting Employees to Fit the Job and the Organization</p> <p>7. Training and Developing a Competitive Workforce</p> <p>8. Group Presentation for Mid-term</p> <p>9. Group Presentation for Mid-term</p> <p>10.Conducting Performance Management</p> <p>11.Developing an Approach to Total Compensation</p> <p>12.Using Performance-Based Pay to Achieve Strategic Objectives</p> <p>13.Integrative Case</p> <p>14.Providing Benefits and Services</p> <p>15.Promoting Workplace Safety and Health</p> <p>16.Understanding Unionization and Collective Bargaining</p> <p>17.Revision for the Course and Final Exam</p> <p>18.Final Exam</p>
課程進度表	
教學方式與評量方法	
指定用書	
參考書籍	
教學軟體	
課程規範	