



課 綱 Course Outline

國際企業學系學士班

中文課程名稱 Course Name in Chinese	人力資源管理				
英文課程名稱 Course Name in English	Human Resource Management				
科目代碼 Course Code	IB__20800	班 別 Degree	學士班 Bachelor' s		
修別 Type	學程 Program	學分數 Credit(s)	3. 0	時 數 Hour(s)	3. 0
先修課程 Prerequisite					
課程目標 Course Objectives					
本課程主要協助學員瞭解人力資源管理的基本概念、理論與應用技術，包括人力資源的確保、開發、報償、維持等。並引發學員關切人力資源管理與發展的興趣，以培養出有效管理組織人力的實務能力。					
系教育目標 Dept.' s Education Objectives					
1	培養具國際企業知識之基礎管理人才。 Build a foundation of international business knowledge to prepare students for being managers.				
2	培養具創新思維與創業能力之基礎管理人才。 Build a foundation of innovation and entrepreneurship to prepare students for being managers.				
3	培養具服務業經營能力之基礎管理人才。 Create a managerial ability in Service industry for being managers				
4	培養在地經營理念之基礎管理人才。 Offer a program with an emphasis on management philosophy responsive to the Taiwanese business context.				
系專業能力 Basic Learning Outcomes				課程目標與系專業能力相關性 Correlation between Course Objectives and Dept.' s Education Objectives	
A	具備國際企業管理之知識與能力。 Students will have basic knowledge of international business.			●	
B	具備邏輯思考、問題分析與解決之能力。 Students will be able to identify, analyze and solve business problems with logical thinking.			●	

C	具備溝通協調與團隊合作之能力。 Students will be able to demonstrate effective communication, coordination and teamwork skills.	●
D	具備國際觀及外語溝通之能力。 Students will be able to communicate in foreign languages and have an awareness on global and cultural diversity issues.	○
E	具備創新、創業之思維與能力 To build a the concept and ability for innovation and entrepreneurship	
F	具備服務設計與產業分析之能力 Students will be able to demonstrate the basic abilities for service design and industry analysis	○
G	具備國際企業倫理之素養。 Students will be able to identify and understand the importance of ethical decision making for international business.	○

圖示說明Illustration：● 高度相關 Highly correlated ○ 中度相關 Moderately correlated

課程大綱 Course Outline

- 1.The Nature of HRM
- 2.The Legal Environment of HRM
- 3.Job Analysis and Job Design
- 4.Human resource planning & Recruiting Human Resources
- 5.Selecting Human Resources
- 6.Appraising and Managing Performance
- 7.Training and Development
- 8.Managing Basic Compensation
- 9.Incentives and Performance-Based Rewards
- 10.Indirect Compensation and Benefits
- 11.Managing Labor Relations
- 12.Managing Employment Relations
- 13.Managing Careers and Work Environment
- 14.Rightsizing, Termination, and Retention
- 15.Managing the Diverse Workforce
- 16.The Global Environment of HRM

資源需求評估（師資專長之聘任、儀器設備的配合．．．等）
Resources Required (e.g. qualifications and expertise, instrument and equipment, etc.)

1. 以具有人力資源管理等方面專長師資擔任較宜
2. 教學時需有投影機、幻燈片、收錄音機及電腦配合較易收效

課程要求和教學方式之建議 Course Requirements and Suggested Teaching Methods

1. 按原定教學進度，順序進行，教學方式以講授、問答以及討論為主
2. 授課內容除指定教材外，並以相關資料加以補充

其他 Miscellaneous