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②國玄東華大學

教學計劃表 Syllabus

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	名稱(中文) me in Chinese	國際人力資源管	理		學年/學期 Academic Year/Sem	ester	113/1	
	名稱(英文) me in English	International Human Resource Management						
	-目代碼 rse Code	IB57940	系級 Department 碩士 Co & Year		開課單位 Course-Offering Department	威	1際企業學系	
	修別 Type	選修 Elective	選修 Elective					
	課教師 tructor	/張國義						
	修課程 equisite							
課程描述 Course Description								
透過課程介紹,探討企業國際化過程中,所可能面臨之人力問題及其在人員(尤其是派外經理人)的甄選、派遣、跨文化訓練、報償、考評、回任等之運用情形。並輔以實際個案介紹,讓同學能進一步瞭解人力資源管理在企業國際化過程所扮演的角色、重要性及其作法。								
		課	程目標 Cour	se Objec	tives			
本課程主要目的在介紹國際人力資源管理之基本概念,並對國際人力資源管理之相關課題作深入之探討。								
課程目標與系專業 力相關性 《A專業能力 Basic Learning Outcomes Basic Learning Outcomes						力相關性 relation between urse Objectives and Dept.'s		
A 具備國際企業管理之進階知識與能力。Students will have advanced knowledge of international business.								
具備多元邏輯思考、問題分析與解決之能力。 B Students will be able to identify, analyze and solve business problems using logical and critical thinking.						•		
具備領導、溝通協調與團隊合作之能力。 C Students will be able to demonstrate effective leadership, communication, coordination and teamwork skills.						•		
具備國際視野以及外語溝通的能力。 Students will be able to communicate in foreign languages and have an awareness on global and cultural diversity issues.								
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 advanced abilities for service design and industry analysis.							0	
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.							0	
圖示說明Illustration : ● 高度相關 Highly correlated ○中度相關 Moderately correlated								
授課進度表 Teaching Schedule & Content								
週次Week 內容 Subject/Topics						備註Remarks		
l 課程內容、上課方式、評量方式說明 From HRM to IHRM(1)-人管導論								
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From HRM to IHRM(1)-人管導論

3	From HRM to IHRM(2)-工作分析, 招募, 甄選					
4	From HRM to IHRM(3)-訓練,考核					
5	From HRM to IHRM(4)-薪資,福利,勞資關係					
6	IHRM- introduction					
7	The cultural context of IHRM					
8	Staffing international operations for sustained global growth					
9	期中考試週 Midterm Exam					
10	Recruiting and selecting staff for international assignment reading 1					
11	International training and development	reading 2				
12	International compensation	reading 3				
13	Re-entry and career issues	reading 4				
14	IHRM in the host country context	reading 5				
15	International industrial relations	reading 6				
16	International performance management					
17	期末報告					
18	期末考試週 Final Exam					
教 學 策 略 Teaching Strategies						
✓ 課堂講授 Lecture ✓ 分組討論Group Discussion 參觀實習 Field Trip						
其他Miscellaneous:						
教學創新自評 Teaching Self-Evaluation						
創新教學(Innovative Teaching)						
✓ 問題導	學習(SBL)					
翻轉教室 Flipped Classroom						
社會責任(Social Responsibility)						
■ 在地實踐Community Practice ■ 産學合作 Industy-Academia Cooperation						
跨域合作(Transdisciplinary Projects)						
──跨界教學Transdisciplinary Teaching ──跨院系教學Inter-collegiate Teaching						
──業師合授 Courses Co-taught with Industry Practitioners						
其它 other:						

學期成績計算及多元評量方式 Grading & Assessments									
配分項目	配分比例	多元評量方式 Assessments							
Items	Percentage	測驗 會考	實作 觀察	口頭 發表	專題 研究	創作 展演	卷宗 評量	證照 檢定	其他
平時成績(含出鉄席) General Performance (Attendance Record)	25%		~						
期中考成績 Midterm Exam	25%	>							
期末考成績 Final Exam	25%			~					
作業成績 Homework and/or Assignments									
其他 Miscellaneous (期刊論文報告)	25%			~					

評量方式補充說明

Grading & Assessments Supplemental instructions

教科書與參考書目(書名、作者、書局、代理商、說明)

Textbook & Other References (Title, Author, Publisher, Agents, Remarks, etc.)

*溫金豐、黃良志、黃家齊、廖文志、韓志翔,2020,人力資源管理:基礎與應用(3版)。台北:華泰文化。

*Dowling, P. J., Festing, M., and Engle, A. D. 2017. International Human Resource Management (7/e).

London: Thomson. (滄海圖書)

Tarique, I., Briscoe, D., and Schuler, R. 2016. International Human Resource Management (5/e).

London, UK: Routledge. (華泰文化)

課程教材網址(含線上教學資訊,教師個人網址請列位於本校內之網址)

Teaching Aids & Teacher's Website(Including online teaching information.

Personal website can be listed here.)

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甘仙诺玄铅明	(Sunnlamental	l instructions)