Please consult Intellectual Property Rights before making a photocopy. Please use the textbook of copyrighted edition.

## ②國玄東華大學

## 教學計劃表 Syllabus

		• •	, , - , ,	-				
	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 & Year		開課單位 Course-Offering Department	威	1際企業學系	
	修別 Type	選修 Elective	學分數/時間 Credit(s)/Hour(s) 3.0/3				3.0	
	課教師 tructor	/張國義						
	修課程 equisite							
		課	程描述 Cours	e Descri	ption			
文化訓練、		等之運用情形。			上人員(尤其是派外經 退同學能進一步瞭解人力			
		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。								
Basic Learning Outcomes  Course Objective and Dept.'s Education						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.								
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 具備服務設計與産業分析之能力。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	g Schedu	le & Content			
週次Week 內容 Subject/Topics						備註Remarks		
1 課程內容、上課方式、評量方式說明 From HRM to IHRM(1)-人管導論								
	Ī.					1		

2

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 ■ 磨課師 Moocs						
— — — — — — — — — 社會責任(Social Responsibility)						
在地實踐Community Practice      產學合作 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	多元評量方式 Assessments								
Items	配分比例 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 General Performance	25%		~						
期中考成績 Midterm Exam	25%	<b>&gt;</b>							
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.)

<b>其他補充說明</b>	(Supplemental	instructions)