

**National Dong Hwa University**  
**2024 Fall Semester**  
**Human Resource Management (MSF\_10200)**

**2024.09.10**

**Instructor: Dr. Ying-Yu Chen (Kerri Chen; 陳膺郁)**

Email: **kerrichen@gms.ndhu.edu.tw**

Office: Management building B312 (管 B312)

Classroom: Management building C109 (管 C109)

Tel (O): (03)8903061

**\*Class TA: Jenny Chen (Yu-Zhen Chen/陳宇貞); Email: 411030002@gms.ndhu.edu.tw**

**I. Course description and Objective**

This course introduces the principles and practices to human resource management. This is an introductory course which combines theoretical and practical information relating to the “most important asset”, people, in organizations today. Human capital is arguably today’s most important lever to achieve and sustain competitive advantage.

Students will examine the changing roles and responsibilities of human resources managers, the acceptance and integration of the human resources function as a full business partner, and the higher expectations placed on human resources leadership to make a significant contribution to the successful management of the organization. Students will also explore the role managers and supervisors play in the successful management of the organization’s human resources.

**III. Course Schedule (subject to change):**

**Class outline**

| Week/<br>Date               | Topic                                   | Task assigned<br>for team<br>presentation | Video case  | Note |
|-----------------------------|-----------------------------------------|-------------------------------------------|-------------|------|
| W1/<br>09.10                | Class introduction/course<br>overview   | ---                                       | ---         | ---  |
| <b>Part 1. Introduction</b> |                                         |                                           |             |      |
| W2/<br>09.17                | Mid-Autumn Festival~<br><b>No class</b> |                                           |             |      |
| W3/                         | Topic 1(Ch.1):                          | ---                                       | *Video clip |      |

|                                                            |                                                                                                              |                                             |             |                             |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------|-----------------------------|
| 09.24                                                      | Managing Human Resource Today                                                                                |                                             |             |                             |
| W4/<br>10.01                                               | Topic 2(Ch.3):<br>Human resource management strategy and performance                                         | ---                                         | *Video clip |                             |
| <b>Part 2. Staffing: Workforce Planning and Employment</b> |                                                                                                              |                                             |             |                             |
| W5/<br>10.08                                               | Topic 3(Ch.4):<br>Job analysis and talent management                                                         | ---                                         | *Video clip |                             |
| W6/<br>10.15                                               | Topic 4(Ch.5):<br>Personnel planning and recruiting                                                          | <b>Task 1</b>                               | *Video clip |                             |
| W7/<br>10.22                                               | Topic 5(Ch.6):<br>Selecting employees                                                                        | <b>Task 2</b>                               | *Video clip |                             |
| <b>Part 3. Training and Human Resource Development</b>     |                                                                                                              |                                             |             |                             |
| W8/<br>10.29                                               | Topic 6(Ch.7):<br>Training and Developing Employees                                                          | <b>Task 3</b>                               | *Video clip |                             |
| W9/<br>11.05                                               | <b>Quiz 1 (Mid-term)</b>                                                                                     |                                             |             |                             |
| W10/<br>11.12                                              | Topic 7(Ch. 8):<br>Performance management and appraisal                                                      | <b>Task 4</b>                               | *Video clip | <b>*Case study assigned</b> |
| W11/<br>11.19                                              | Topic 8(Ch.9):<br>Managing careers                                                                           | <b>Task 5</b>                               |             |                             |
| <b>Part 4. Compensation and Total Rewards/</b>             |                                                                                                              |                                             |             |                             |
| <b>Part 5. Special Topics in Human Resource Management</b> |                                                                                                              |                                             |             |                             |
| W12/<br>11.26                                              | Topic 9(Ch.10):<br>Developing compensation plans                                                             | <b>Task 6</b>                               |             |                             |
| W13 /<br>12.03                                             | Topic 10(Ch.11):<br>Pay for performance and employee benefits                                                | <b>Task 7</b>                               | *Video clip |                             |
| W14/<br>12.10                                              | Topic 11(Ch.12):<br>Maintaining positive employee relations/<br>Topic 12 (Module A):<br>Managing HR Globally | <b>Case study<br/>(in class discussion)</b> | *Video clip |                             |

|               |                                               |     |  |     |
|---------------|-----------------------------------------------|-----|--|-----|
| W15/<br>12.17 | <b>Quiz 2 (Final exam)</b>                    | --- |  |     |
| W16/<br>12.24 | <b><i>Final project presentation (I)</i></b>  |     |  |     |
| W17/<br>12.31 | <b><i>Final project presentation (II)</i></b> |     |  |     |
| W18/<br>01.07 | <b>Flexibly supplemental teaching week</b>    |     |  | TBA |

#### IV. Grading policy

| Individual/Team based | Item                                   | Points |
|-----------------------|----------------------------------------|--------|
| Individual            | Class participation (Individual-based) | 25     |
| Individual            | Quiz*2 (Mid-term and Final)            | 35     |
| Team                  | Team project:<br>Task presentation     | 15     |
| Team                  | Final project presentation             | 25     |
|                       | Total points                           | 100    |

#### VI. Textbook

**Fundamentals of Human Resource Management, Dessler, G., 2020 (5th ed.), Pearson Education Limited.**