

 國立東華大學
教學計劃表 Syllabus

課程名稱(中文) Course Name in Chinese	國際人力資源管理			學年/學期 Academic Year/Semester	113/2
課程名稱(英文) Course Name in English	International Human Resource Management				
科目代碼 Course Code	IB_M0040	系級 Department & Year	碩士	開課單位 Course-Offering Department	國際企業學系
修別 Type	選修 Elective	學分數/時間 Credit(s)/Hour(s)		3.0/3.0	
授課教師 Instructor	/鄭辰明				
先修課程 Prerequisite					
課程描述 Course Description					
International Human Resource Management (IHRM) in the current era is critical and indispensable to the comprehensive learning of marketing science. This course aims to introduce management students to theories, practices, activities, and processes that revolve around IHRM, majorly focusing on the functioning of IHRM within multinational enterprises (MNEs). Precisely, why IHRM is essential for success in international business and how IHRM policies and practices function within MNEs will be covered in this course. The course includes four major components, including the strategic context of IHRM, the national and cultural context that provides a foundational base of understanding topics, global talent management, a key component of IHRM in the current decade, and critical discussion on realization of the role and the future of IHRM. The class shall include lectures on related chapters, presentation and discussion of cases from the textbook, research papers from a range of top-tier journals, and other content for students to gain ideas of current scholarly work being done in the field and receive holistic knowledge of human resource management in an international context.					
課程目標 Course Objectives					
This course aims to develop students' awareness and ability to critically analyse strategic and international perspectives of HRM and management theories, frameworks, models and techniques and the application of these to Multi National Companies.					
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進階知識。 Students will have advanced knowledge of international business.				●
B	具備多元邏輯思考、問題分析與解決之能力。 Students will be able to identify, analyze and solve business problems using logical and critical thinking.				●
C	具備領導、溝通協調與團隊合作之能力。 Students will be able to demonstrate effective leadership, communication, coordination and teamwork skills.				●
D	具備國際視野以及外語溝通之能力。 Students will be able to communicate in foreign languages and have an awareness on global and cultural diversity issues.				○
E	具備跨國企業進階經營管理之能力。 Students will be able to demonstrate the advanced managerial skills for international business.				●
F	培養進階資訊科技運用之能力。 Students will be able to demonstrate proficiency in use of advanced information technology.				○

G	培養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.	○
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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
1	Introductory Class	
2	The Internationalization of Human Resource Management	
3	Strategic International Human Resource Management	
4	Design and Structure of the Multinational Enterprise	
5	Country and Company Culture and International Human Resource Management	
6	International Employment Law, Labor Standards, and Ethics	
7	Holiday	
8	International Employee Relations	
9	期中考試週 Midterm Exam	
10	International Workforce Planning and Staffing	
11	International Recruitment, International Selection, and Repatriation	
12	International Training and Management Development	
13	International Compensation, Benefits, and Taxes	
14	International Employee Performance Management	
15	Well-being of the International Workforce, and International HRIS	
16	Comparative IHRM: Operating in Other Regions and Countries	
17	期末考試週 Final Exam	
18	Supplementary Teaching and Discussion	

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)

- ☒ 問題導向學習 (PBL) ☒ 團體合作學習 (TBL) ☐ 解決導向學習 (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 Industry-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 Items	配分比例 Percentage	多元評量方式 Assessments							
		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(含出缺席) General Performance (Attendance Record)	20%		✓	✓		✓			
期中考成績 Midterm Exam	10%	✓							
期末考成績 Final Exam	30%	✓							
作業成績 Homework and/or Assignments									
其他 Miscellaneous (Presentations)	40%		✓	✓		✓			
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.) Briscoe, D., Schuler, R., & Tarique, I. (2012). International Human Resource Management: Policies and Practices for Multinational Enterprises. Routledge. 6th edition (2022).									
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.)									
其他補充說明 (Supplemental instructions)									