

 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	114/1
課程名稱(英文) Course Name in English	International Human Resource Management				
科目代碼 Course Code	IB_57940	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	/張國義				
先修課程 Prerequisite					
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 Course Objectives					
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。					
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與能力。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	具備服務設計與產業分析之能力。Students will be able to demonstrate the advanced 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					
授課進度表 Teaching Schedule & 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				
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)	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.)									
其他補充說明 (Supplemental instructions)									