



## 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	114/2				
課程名稱(英文) Course Name in English	International Human Resource Management								
科目代碼 Course Code	IB_33100	系級 Department & Year	學三	開課單位 Course-Offering Department	國際企業學系				
修別 Type	學程 Program	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

Emphasis of this course is to expand student's knowledge and sensibility in facing of competition in the global scale. More specifically, this class is intended to offer insight concerning global competition and the strategic use of human resource management to sustain competitive advantage for multinational corporations in their cross boarder expansions.

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知識與能力。Students will have basic knowledge of international business.	●
B	具備邏輯思考、問題分析與解決之能力。Students will be able to identify, analyze and solve business problems with logical thinking.	●
C	具備溝通協調與團隊合作之能力。Students will be able to demonstrate effective communication, coordination and teamwork skills.	○
D	具備國際觀及外語溝通之能力。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 basic 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	
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 The organizational context	
8	Staffing international operations for sustained global growth	
9	期中考試週 Midterm Exam	
10	Recruiting and selecting staff for international assignment	個案1
11	International training and development	個案2
12	International compensation	個案3
13	Re-entry and career issues	個案4
14	IHRM in the host country context	個案5
15	International industrial relations	個案6
16	International performance management	個案7
17	期末討論	
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
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 (個案報告)	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.)

\*吳秉恩、黃良志、黃家齊、溫金豐、廖文志、韓志翔，2013，人力資源管理：理論與實務。台北：華泰文化。  
DeNisi A. S., & Griffin, R. W. 2005. Human Resource Management (2/e). Boston: Houghton Mifflin. (普林斯頓國際有限公司)  
\*Dowling, P. J., & Festing, M., & Engle, A. D. 2013. International Human Resource Management (6/e). London: Thomson. (滄海圖書)  
Schuler, R., Briscoe, D. & Tarique, I. 2012. International Human Resource Management (4/e). London, UK: Routledge. (華泰文化)  
廖勇凱，2010，國際人力資源管理。台北：智勝文化。

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)

本系有開設[人力資源管理]課程,順序上,建議先修過[人力資源管理]之後再修[國際人力資源管理].