



教學計劃表 Syllabus

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| 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 | 115/1 |
| 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 | | | |

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| 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 | |

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| 彈性 教學 規劃 Flexible Teaching Plan | <p>請勾選(至少需勾選1 個項目): Please tick the box(es). (At least one item is required.):</p> <p><input checked="" type="checkbox"/> 問題討論 Problem-based Discussion</p> <p><input type="checkbox"/> 翻轉教學 Flipped Classroom</p> <p><input type="checkbox"/> 展演實作 Performance / Practical Presentation</p> <p><input type="checkbox"/> 校外參訪 Off-campus Visit</p> <p><input type="checkbox"/> 講座活動 Lecture / Seminar</p> <p><input type="checkbox"/> 線上作業 Online Assignments</p> <p><input checked="" type="checkbox"/> 自主學習 Self-directed Learning</p> <p><input type="checkbox"/> 課業輔導 Academic Support</p> <p><input type="checkbox"/> 實驗操作 Experiment Operation</p> <p><input type="checkbox"/> 遠距教學(同步) Distance Learning (Synchronous)</p> <p><input type="checkbox"/> 遠距教學(非同步) Distance Learning (Asynchronous)</p> <p><input type="checkbox"/> 其他(請填寫) Others (Please specify.):</p> <p>備註: 本校學期週數自115 學年度起調整為17 週, 為符合1學分18 小時之原則, 請教師規劃安排彈性教學。 Note: From the 115th academic year, the semester will be 17 weeks. Please include flexible teaching activities to meet the required 18 hours per credit.</p> |
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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)