

## Tamkang University Academic Year 106, 1st Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	
Course Class	TLQXM1A MASTER'S PROGRAM IN BUSINESS AND MANAGEMENT (ENGLISH-TAUGHT PROGRAM), 1A	Details	<ul style="list-style-type: none"> <li>◆ Selective</li> <li>◆ One Semester</li> <li>◆ 3 Credits</li> </ul>
Departmental Aim of Education			
<ul style="list-style-type: none"> <li>I. Develop a business and management perspective for students.</li> <li>II. Train the professionals in the integrated fields of business and management.</li> <li>III. Cultivate the talents with both theory and practices in business and management.</li> </ul>			
Departmental core competences			
<ul style="list-style-type: none"> <li>A. Provide the basic knowledge of both theory and practices.</li> <li>B. Enhance the practical training for the current trends.</li> <li>C. Cultivate the ethics in business and management.</li> <li>D. Obtain the ability of analyzing industrial and business problems.</li> </ul>			
Course Introduction	<ul style="list-style-type: none"> <li>1. The Human Resource Environment</li> <li>2. Acquisition and Preparation of Human Resources</li> <li>3. Assessment and Development of HRM</li> <li>4. Compensation of Human Resource</li> <li>5. Special Topics in Human Resource Management</li> </ul>		

### The Relevance among Teaching Objectives, Objective Levels and Departmental core competences

I. Objective Levels (select applicable ones) :

- (i) Cognitive Domain : C1-Remembering, C2-Understanding, C3-Applying,  
C4-Analyzing, C5-Evaluating, C6-Creating
- (ii) Psychomotor Domain : P1-Imitation, P2-Mechanism, P3-Independent Operation,  
P4-Linked Operation, P5-Automation, P6-Origination
- (iii) Affective Domain : A1-Receiving, A2-Responding, A3-Valuing,  
A4-Organizing, A5-Characterizing, A6-Implementing

II. The Relevance among Teaching Objectives, Objective Levels and Departmental core competences :

- (i) Determine the objective level(s) in any one of the three learning domains (cognitive, psychomotor, and affective) corresponding to the teaching objective. Each objective should correspond to the objective level(s) of ONLY ONE of the three domains.
- (ii) If more than one objective levels are applicable for each learning domain, select the highest one only. (For example, if the objective levels for Cognitive Domain include C3, C5, and C6, select C6 only and fill it in the boxes below. The same rule applies to Psychomotor Domain and Affective Domain.)
- (iii) Determine the Departmental core competences that correspond to each teaching objective. Each objective may correspond to one or more Departmental core competences at a time. (For example, if one objective corresponds to three Departmental core competences: A, AD, and BEF, list all of the three in the box.)

No.	Teaching Objectives	Relevance	
		Objective Levels	Departmental core competences
1	Help students gain the basic each part HRM knowledge Let students find interest field on HRM Cultivate students are able to be HRM experts Provide HRM knowledge for students for future advance study	C3	ABC

### Teaching Objectives, Teaching Methods and Assessment

No.	Teaching Objectives	Teaching Methods	Assessment
1	Help students gain the basic each part HRM knowledge Let students find interest field on HRM Cultivate students are able to be HRM experts Provide HRM knowledge for students for future advance study	Lecture, Discussion, Practicum, Visit	Practicum, Report, Participation

This course has been designed to cultivate the following essential qualities in TKU students

Essential Qualities of TKU Students	Description
◇ A global perspective	Helping students develop a broader perspective from which to understand international affairs and global development.
◇ Information literacy	Becoming adept at using information technology and learning the proper way to process information.
◇ A vision for the future	Understanding self-growth, social change, and technological development so as to gain the skills necessary to bring about one's future vision.
◆ Moral integrity	Learning how to interact with others, practicing empathy and caring for others, and constructing moral principles with which to solve ethical problems.
◆ Independent thinking	Encouraging students to keenly observe and seek out the source of their problems, and to think logically and critically.
◇ A cheerful attitude and healthy lifestyle	Raising an awareness of the fine balance between one's body and soul and the environment; helping students live a meaningful life.
◆ A spirit of teamwork and dedication	Improving one's ability to communicate and cooperate so as to integrate resources, collaborate with others, and solve problems.
◇ A sense of aesthetic appreciation	Equipping students with the ability to sense and appreciate aesthetic beauty, to express themselves clearly, and to enjoy the creative process.

Course Schedule

Week	Date	Subject/Topics	Note
1	106/09/18 ~ 106/09/24	Ch 0 Introduction	Zappos.com
2	106/09/25 ~ 106/10/01	Ch 1 Managing Human Resources	Best Practice HR Tips from Liane Hornsey, Google VP Operations
3	106/10/02 ~ 106/10/08	Chap02 Trends in Human Resource Management	Globalization and Cross-Cultural Communication
4	106/10/09 ~ 106/10/15	Ch 4 Analyzing Work and Designing Jobs	Once the Deal is Done: Making Mergers Work
5	106/10/16 ~ 106/10/22	Ch 5 Planning for and Recruiting Human Resources	HR in Alignment: The Link to Business Results at Sysco Food Services (SHRM Foundation)
6	106/10/23 ~ 106/10/29	Ch 6 Selecting Employees and Placing Them in Jobs	Manager's Hot Seat: Workplace Aggression Aggression: Manager's Afterthoughts
7	106/10/30 ~ 106/11/05	Ch 7 Training Employees	Johnson & Johnson eUniversity
8	106/11/06 ~ 106/11/12	Ch 8 Developing Employees for Future Success	Working for the Best: The Container Store

9	106/11/13 ~ 106/11/19	Individual Report	Who am I!!
10	106/11/20 ~ 106/11/26	Ch 9 Creating and Maintaining High-Performance Organizations	Manager's Hot Seat: Work-Life Balance
11	106/11/27 ~ 106/12/03	Field Trip	
12	106/12/04 ~ 106/12/10	Ch10 Managing Employees' Performance	Sulphur Springs Teachers
13	106/12/11 ~ 106/12/17	Ch 13 Recognizing Employee Contributions with Pay	Google Employee Perks
14	106/12/18 ~ 106/12/24	Ch 14 Providing Employee Benefits	Sulphur Springs Teachers
15	106/12/25 ~ 106/12/31	Guest Speaker	Mrs. Su
16	107/01/01 ~ 107/01/07	Ch 16 Managing Human Resources Globally	GM Cuts Benefits and Pay
17	107/01/08 ~ 107/01/14	Ch 16 Managing Human Resources Globally	Hollywood Labor Unions: Building Relationships
18	107/01/15 ~ 107/01/21	Final Report	
Requirement			
Teaching Facility	Computer		
Textbook(s)	1. Noe, R. A.; Hollenbeck, J. H.; Gerhart, B. ; & Wright, P. M. (2016) Fundamentals of Human Resource Management. 6th ed. New York: McGraw-Hill/Irwin. Business Case		
Reference(s)			
Number of Assignment(s)	2 (Filled in by assignment instructor only)		
Grading Policy	◆ Attendance : 20.0 %    ◆ Mark of Usual : 20.0 %    ◆ Midterm Exam :        % ◆ Final Exam :                % ◆ Other 〈Report〉 : 60.0 %		
Note	This syllabus may be uploaded at the website of Course Syllabus Management System at <a href="http://info.ais.tku.edu.tw/csp">http://info.ais.tku.edu.tw/csp</a> or through the link of Course Syllabus Upload posted on the home page of TKU Office of Academic Affairs at <a href="http://www.acad.tku.edu.tw/CS/main.php">http://www.acad.tku.edu.tw/CS/main.php</a> . <b>※ Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</b>		