Tamkang University Academic Year 106, 2nd Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	CHIEN-MU YEH
Course Class	TQTXB2P DEPARTMENT OF INTERNATIONAL TOURISM MANAGEMENT (ENGLISH-TAUGHT PROGRAM), 2P	Details	◆ Required ◆ One Semester ◆ 3 Credits

Departmental Aim of Education

To develop talented managers with international competitive advantage in the tourism industry.

Departmental core competences

A. Ability to analyze and solve problems.

B. Ability to communicate in English.

C. Proper service and work attitude.

D. Tourism management knowledge.

E. Tourism management skills.

Course Introduction	This subject is designed to introduce main concepts of human resource management in the tourism sector. It begins to discuss the current trend of workforce and strategic human resource management. Then, the focus is on personnel planning, recruitment, selection, training, performance management and compensation respectively. Issues related to occupational safety, human resource in entrepreneurial firms and managing human resource gobally are also covered. Students are expected to have abilities to identify and handle HR issues when facing HRM challenges.

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-Charaterizing,   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	Understand the main HRM issues	C2	ABD

Teaching Objectives, Teaching Methods and Assessment

No.	Teaching Objectives	Teaching Methods	Assessment
1	Understand the main HRM issues	Lecture, Discussion	Written test, 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	107/02/26 ~ 107/03/04	Course Introduction/Managing Human Resources Today	
2	107/03/05 ~ 107/03/11	Mergers, Acquisitions, and Strategic HRM	
3	107/03/12 ~ 107/03/18	Personnel Planing and Recruiting	
4	107/03/19 ~ 107/03/25	Personnel Planing and Recruiting	
5	107/03/26 ~ 107/04/01	Selecting Employees	
6	107/04/02 ~ 107/04/08	Selecting Employees	
7	107/04/09 ~ 107/04/15	Performance Management, Appraisal and Compensating Employees	
8	107/04/16 ~ 107/04/22	Spring Break	
9	107/04/23 ~ 107/04/29	Performance Management, Appraisal and Compensating Employees	
10	107/04/30 ~ 107/05/06	Midterm Exam Week	
11	107/05/07 ~ 107/05/13	Ethics, Employees Rights at Work	

12	107/05/14~ 107/05/20	Working with Unions and Resovling Disputes	
13	107/05/21~ 107/05/27	Occupational Safety, Health and Security	
14	107/05/28~ 107/06/03	Managing HR in Entrepreneurial Firms	
15	107/06/04~ 107/06/10	Group Presentation	
16	107/06/11~ 107/06/17	Group Presentation	
17	107/06/18~ 107/06/24	Group Presentation	
18	107/06/25~ 107/07/01	Final Exam Week	

Requirement	If a student's class absence reaches one-third of the total class hours (in a semester) for this course, the course instructor will notify the Office of Academic Affairs, and the student will not be allowed to take part in the remaining course examinations and will receive a semester grade (for this course) of zero.
Teaching Facility	Computer, Projector
Textbook(s)	Dessler, Gary (2014). Fundamentals of Human Resource Management. London; Pearson Education Ltd.(高立圖書代理)
Reference(s)	Dessler, Gary &amp; Huat, Tan Chwee (2009). Human Resource Management: An Asian Perspective. Singapore: Pearson Education Ltd. Nickson, D. (2007). Human Resource Management for the Hospitality and Tourism Industries. Oxford: Butterworth-Heinemann. Baum, T. (2006). Human Resource Management for Tourism, Hospitality and Leisure: An International Perspective. London: Thomson Learning.
Number of Assignment(s)	3 (Filled in by assignment instructor only)
Grading Policy	◆ Attendance： % ◆ Mark of Usual：30.0 % ◆ Midterm Exam： 20.0 % ◆ Final Exam： 20.0 % ◆ Other〈3 quizzes〉：30.0 %
Note	This syllabus may be uploaded at the website of Course Syllabus Management System at http://info.ais.tku.edu.tw/csp or through the link of Course Syllabus Upload posted on the home page of TKU Office of Academic Affairs at http://www.acad.tku.edu.tw/CS/main.php . ※ **Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.**