

Tamkang University Academic Year 107, 1st Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	YU-CHUN CHUNG
Course Class	TLQXM1A MASTER'S PROGRAM IN BUSINESS AND MANAGEMENT (ENGLISH-TAUGHT PROGRAM), 1A	Details	<ul style="list-style-type: none"> ◆ Selective ◆ One Semester ◆ 3 Credits
D e p a r t m e n t a l A i m o f E d u c a t i o n			
<ul style="list-style-type: none"> I . Develop a business and management perspective for students. II . Train the professionals in the integrated fields of business and management. III . Cultivate the talents with both theory and practices in business and management. 			
D e p a r t m e n t a l c o r e c o m p e t e n c e s			
<ul style="list-style-type: none"> A . Provide the basic knowledge of both theory and practices. B . Enhance the practical training for the current trends. C . Cultivate the ethics in business and management. D . Obtain the ability of analyzing industrial and business problems. 			
Course Introduction	<p>This course is an introduction to the human resource management (HRM) function, related elements and activities to examine the role of the human resource professional as a strategic partner in managing today' s organizations. Key functions such as recruitment, selection, development, appraisal, retention, compensation, and labor relations are examined. Emphasis is placed on employee engagement strategies and the role the HRM plays in creating an engaged and productive workforce.</p>		

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	Help students develop the skills they will need to carry out the HRM-related aspects.	C3	ABC

Teaching Objectives, Teaching Methods and Assessment

No.	Teaching Objectives	Teaching Methods	Assessment
1	Help students develop the skills they will need to carry out the HRM-related aspects.	Lecture, Discussion	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	107/09/10 ~ 107/09/16	Managing Human Resources Today	
2	107/09/17 ~ 107/09/23	Managing Equal Opportunity and Diversity	
3	107/09/24 ~ 107/09/30	Moon Festival	
4	107/10/01 ~ 107/10/07	Human Resource Strategy and Analysis	
5	107/10/08 ~ 107/10/14	Job Analysis and Talent Management	
6	107/10/15 ~ 107/10/21	Personnel Planning and Recruiting	
7	107/10/22 ~ 107/10/28	Selecting Employees	
8	107/10/29 ~ 107/11/04	Training and Developing Employees	
9	107/11/05 ~ 107/11/11	Performance Management and Appraisal	
10	107/11/12 ~ 107/11/18	Individual Report	
11	107/11/19 ~ 107/11/25	Managing Careers	
12	107/11/26 ~ 107/12/02	Developing Compensation Plans	

13	107/12/03 ~ 107/12/09	Pay for Performance and Employee Benefits	
14	107/12/10 ~ 107/12/16	Maintaining Positive Employee Relations	
15	107/12/17 ~ 107/12/23	Labor Relations and Collective Bargaining	
16	107/12/24 ~ 107/12/30	Improving Occupational Safety, Health, and Risk Management	
17	107/12/31 ~ 108/01/06	Special Issues in HRM	
18	108/01/07 ~ 108/01/13	Final Report	
Requirement			
Teaching Facility	Computer, Projector		
Textbook(s)	Dessler, G. (2016). Fundamentals of human resource management. Boston, Massachusetts: Pearson.		
Reference(s)			
Number of Assignment(s)	10 (Filled in by assignment instructor only)		
Grading Policy	◆ Attendance : 25.0 % ◆ Mark of Usual : 25.0 % ◆ Midterm Exam : % ◆ Final Exam : % ◆ Other 〈Report〉 : 50.0 %		
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.		