

Tamkang University Academic Year 108, 1st Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	TSENG, CHUNG-HUI
Course Class	TLFBB4A DIVISION OF GLOBAL COMMERCE, DEPARTMENT OF INTERNATIONAL BUSINESS (ENGLISH- TAUGHT PROGRAM), 4A	Details	<ul style="list-style-type: none"> ◆ General Course ◆ Selective ◆ One Semester
Departmental Aim of Education			
<p>I. To instill the university motto of "Simplicity, Firmness, Perseverance, and Fulfillment" into students.</p> <p>II. By integrating the "Five Disciplines" of education, the qualities of conduct, intelligence, physical education, teamwork, and beauty into the professional, core, and extracurricular curriculum, the department helps to produce well-rounded students skilled in identifying and solving problems.</p> <p>III. To oversee the trend and foresee the development of global economy, the department aims to produce the graduates with expertise in the fields of International Business and Trade.</p>			
Subject Departmental core competences			
<p>A. Breeding professionals with expertise in general International Trade and International Business.(ratio:50.00)</p> <p>C. Producing graduates with capability of foreseeing and analyzing the development of Global Economy.(ratio:50.00)</p>			
Subject Schoolwide essential virtues			
<p>5. Independent thinking. (ratio:50.00)</p> <p>7. A spirit of teamwork and dedication. (ratio:50.00)</p>			
Course Introduction	<p>This course will introduce basic knowledge about human resource management, including analyzing work and designing jobs, planning for and recruiting human resources, selecting employees and placing them in jobs, training employees, managing employees' performance, recognizing employee contributions with payment, etc.</p>		

The correspondences between the course's instructional objectives and the cognitive, affective, and psychomotor objectives.

Differentiate the various objective methods among the cognitive, affective and psychomotor domains of the course's instructional objectives.

I. Cognitive : Emphasis upon the study of various kinds of knowledge in the cognition of the course's veracity, conception, procedures, outcomes, etc.

II. Affective : Emphasis upon the study of various kinds of knowledge in the course's appeal, morals, attitude, conviction, values, etc.

III. Psychomotor: Emphasis upon the study of the course's physical activity and technical manipulation.

No.	Teaching Objectives	objective methods
1	Understand how to planning for and recruiting human resources	Cognitive
2	Understand how to selecting and training employees	Cognitive
3	Understand how to manage employees' performance and recognize employee contributions with pay	Cognitive

The correspondences of teaching objectives : core competences, essential virtues, teaching methods, and assessment

No.	Core Competences	Essential Virtues	Teaching Methods	Assessment
1	AC	57	Lecture, Discussion	Testing, Discussion(including classroom and online), Report(including oral and written)
2	AC	57	Lecture, Discussion	Testing, Discussion(including classroom and online), Report(including oral and written)
3	AC	57	Lecture, Discussion	Testing, Discussion(including classroom and online), Report(including oral and written)

Course Schedule

Week	Date	Course Contents	Note
1	108/09/09 ~ 108/09/15	Course introduction	
2	108/09/16 ~ 108/09/22	Ch1 Introduction to Human Resource Management + Hand-in Group Name List+Confirm Group Number	
3	108/09/23 ~ 108/09/29	Ch3 Human Resource Management Strategy Analysis + Check Attendance	

4	108/09/30 ~ 108/10/06	Ch4 Job Analysis and the Talent Management Process + Group Discussion in Class	
5	108/10/07 ~ 108/10/13	Ch5 Personnel Planning and Recruiting + Group Discussion in Class	
6	108/10/14 ~ 108/10/20	Ch7 Interviewing Candidates + Group Discussion in Class	
7	108/10/21 ~ 108/10/27	Ch8 Training and Developing Employee + Group Discussion in Class	
8	108/10/28 ~ 108/11/03	Ch8 Training and Developing Employee + Group Discussion in Class	
9	108/11/04 ~ 108/11/10	Ch9 Performance Management and Appraisal + Provide Testbank of Mid-term Exam	
10	108/11/11 ~ 108/11/17	Midterm Exam Week	
11	108/11/18 ~ 108/11/24	Ch9 Performance Management and Appraisal + Announce Mid-term Mark + Group Presentation: G1-2	
12	108/11/25 ~ 108/12/01	Ch9 Performance Management and Appraisal + Group Presentation: G3-4	
13	108/12/02 ~ 108/12/08	Ch12 Pay for Performance and Financial Incentives + Group Presentation: G5-6	
14	108/12/09 ~ 108/12/15	Ch12 Pay for Performance and Financial Incentives + Group Presentation: G7-8	
15	108/12/16 ~ 108/12/22	Ch12 Pay for Performance and Financial Incentives + Group Presentation: G9-10	
16	108/12/23 ~ 108/12/29	Group Presentation: G11-14+ Provide Testbank of Final Exam	
17	108/12/30 ~ 109/01/05	Group Presentation: G15-18	
18	109/01/06 ~ 109/01/12	Final Exam Week (Date:109/1/3-109/1/9)	
Requirement			
Teaching Facility		Computer, Projector	
Textbooks and Teaching Materials		The teacher will announce the textbook in the first class.	
References			

Number of Assignment(s)	(Filled in by assignment instructor only)
Grading Policy	<p>◆ Attendance : 10.0 % ◆ Mark of Usual : % ◆ Midterm Exam : 25.0 %</p> <p>◆ Final Exam : 25.0 %</p> <p>◆ Other (group presentation) : 40.0 %</p>
Note	<p>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.</p> <p>※ Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</p>