

Tamkang University Academic Year 108, 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	◆ General Course ◆ Required ◆ One Semester
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			
To develop talented managers with international competitive advantage in the tourism industry.			
Subject Departmental core competences			
A. Ability to analyze and solve problems.(ratio:25.00) B. Ability to communicate in English.(ratio:25.00) D. Tourism management knowledge.(ratio:50.00)			
Subject Schoolwide essential virtues			
4. Moral integrity. (ratio:50.00) 5. Independent thinking. (ratio:50.00)			
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 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 the main HRM issues	Cognitive

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

No.	Core Competences	Essential Virtues	Teaching Methods	Assessment
1	ABD	45	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)

Course Schedule

Week	Date	Course Contents	Note
1	109/03/02 ~ 109/03/08	Course Introduction/Managing Human Resources Today	
2	109/03/09 ~ 109/03/15	Mergers, Acquisitions, and Strategic HRM	
3	109/03/16 ~ 109/03/22	Personnel Planing and Recruiting	
4	109/03/23 ~ 109/03/29	Personnel Planning and Recruiting	
5	109/03/30 ~ 109/04/05	Selecting Employees	
6	109/04/06 ~ 109/04/12	Selecting Employees	
7	109/04/13 ~ 109/04/19	Performance Management, Appraisal and Compensating Employees	
8	109/04/20 ~ 109/04/26	Performance Management, Appraisal and Compensating Employees	
9	109/04/27 ~ 109/05/03	Midterm Exam Week	

10	109/05/04 ~ 109/05/10	Performance Management, Appraisal and Compensating Employees	
11	109/05/11 ~ 109/05/17	Ethics, Employees Rights at Work	
12	109/05/18 ~ 109/05/24	Working with Unions and Resolving Disputes	
13	109/05/25 ~ 109/05/31	Occupational Safety, Health and Security	
14	109/06/01 ~ 109/06/07	Occupational Safety, Health and Security	
15	109/06/08 ~ 109/06/14	Managing HR in Entrepreneurial Firms	
16	109/06/15 ~ 109/06/21	Managing HR in Entrepreneurial Firms	
17	109/06/22 ~ 109/06/28	Final Exam Week (Date:109/6/18-109/6/24)	
18	109/06/29 ~ 109/07/05	Supplementary teaching:Group Presentation	
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		
Textbooks and Teaching Materials	Dessler, Gary (2014). Fundamentals of Human Resource Management. London; Pearson Education Ltd.(高立圖書代理)		
References	Dessler, Gary & 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)	5 (Filled in by assignment instructor only)		
Grading Policy	◆ Attendance : % ◆ Mark of Usual : 50.0 % ◆ Midterm Exam : 25.0 % ◆ Final Exam : 25.0 % ◆ Other () : %		
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.		