

Tamkang University Academic Year 109, 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	<ul style="list-style-type: none"> ◆ Blended Course ◆ Required ◆ One Semester ◆ 3 Credits
Relevance to SDGs	SDG4 Quality education		
Departmental Aim of Education			
To develop talented managers with international competitive advantage in the tourism industry.			
Subject Departmental core competences			
<p>A. Ability to analyze and solve problems.(ratio:25.00)</p> <p>B. Ability to communicate in English.(ratio:25.00)</p> <p>D. Tourism management knowledge.(ratio:50.00)</p>			
Subject Schoolwide essential virtues			
<p>4. Moral integrity. (ratio:50.00)</p> <p>5. Independent thinking. (ratio:50.00)</p>			
Course Introduction	<p>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 globally are also covered. Students are expected to have abilities to identify and handle HR issues when facing HRM challenges.</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 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

Note for Blended Course : When utilizing weekly digital instruction, please fill in "Online Asynchronous Instruction".

Week	Date	Course Contents	Note
1	110/02/22 ~ 110/02/28	Course Introduction/Managing Human Resources Today	
2	110/03/01 ~ 110/03/07	Managing Human Resources Today	
3	110/03/08 ~ 110/03/14	Personnel Planing and Recruiting	
4	110/03/15 ~ 110/03/21	Personnel Planning and Recruiting	Online Asynchronous Instruction digital instruction
5	110/03/22 ~ 110/03/28	Personnel Planning and Recruiting	
6	110/03/29 ~ 110/04/04	Spring Break	
7	110/04/05 ~ 110/04/11	Selecting Employees	Online Asynchronous Instruction digital instruction
8	110/04/12 ~ 110/04/18	Selecting Employees	

9	110/04/19 ~ 110/04/25	Performance Management, Appraisal and Compensating Employees	
10	110/04/26 ~ 110/05/02	Midterm Exam Week	
11	110/05/03 ~ 110/05/09	Performance Management, Appraisal and Compensating Employees	Online Asynchronous Instruction digital instruction
12	110/05/10 ~ 110/05/16	Performance Management, Appraisal and Compensating Employees	
13	110/05/17 ~ 110/05/23	Occupational Safety, Health and Security	
14	110/05/24 ~ 110/05/30	Occupational Safety, Health and Security	
15	110/05/31 ~ 110/06/06	Group Presentation	
16	110/06/07 ~ 110/06/13	Group Presentation	
17	110/06/14 ~ 110/06/20	Group Presentation	
18	110/06/21 ~ 110/06/27	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		
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 : 15.0 % ◆ Final Exam : 15.0 % ◆ Other 〈Group Presentation〉 : 20.0 %		

Note	<ol style="list-style-type: none">1. This syllabus may be uploaded at the website of the Course Syllabus Management System at https://info.ais.tku.edu.tw/csp or through the link of the Course Syllabus Upload posted on the home page of the TKU Office of Academic Affairs http://www.acad.tku.edu.tw/CS/main.php2. According to the Implementation regulations of distance education for junior college and above are prescribed pursuant to Article 2, "The distance learning course referred to in these Measures refers to more than one-half of the teaching hours in each subject."3. According to the regulations of Tamkang University Enforcement Rules for digital teaching, Paragraph 2 and Article 3, the distance learning course of our school must be "The course of digital teaching with distance learning platform or synchronous video system in our school. Teaching Hours include course lectures, teacher-student interaction discussions, quizzes and other learning activities."4. If there are any temporary course changes (including time changes and classroom changes of distance learning courses, blended courses), please make out an application according to regulations to the Office of Academic Affairs. <p>※ Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</p>
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