

Tamkang University Academic Year 110, 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
Relevance to SDGs	SDG8 Decent work and economic growth		
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>1. A global perspective. (ratio:40.00)</p> <p>5. Independent thinking. (ratio:60.00)</p>			

Course Introduction	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.
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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	15	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)
2	AC	15	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)

3	AC	15	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)
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Course Schedule

Week	Date	Course Contents	Note
1	110/09/22 ~ 110/09/28	Course introduction	
2	110/09/29 ~ 110/10/05	Ch1 Introduction to Human Resource Management	
3	110/10/06 ~ 110/10/12	Holiday	
4	110/10/13 ~ 110/10/19	Ch4 Job Analysis and the Talent Management Process + Confirm group number	
5	110/10/20 ~ 110/10/26	Ch5 Personnel Planning and Recruiting + Class assignment	
6	110/10/27 ~ 110/11/02	Ch7 Interviewing Candidates + Class assignment	
7	110/11/03 ~ 110/11/09	Ch8 Training and Developing Employee + Class assignment	
8	110/11/10 ~ 110/11/16	Ch8 Training and Developing Employee + Class assignment	
9	110/11/17 ~ 110/11/23	Midterm Exam Week	
10	110/11/24 ~ 110/11/30	Ch9 Performance Management and Appraisal + remind personal presentation	
11	110/12/01 ~ 110/12/07	Submit personal report: Seat no. 1~18 + Choose 4~6 students to have an oral presentation in classroom or on MS Teams +Ch9 Performance Management and Appraisal	
12	110/12/08 ~ 110/12/14	Submit personal report: Seat no. 19~36 + Choose 4~6 students to have an oral presentation in classroom or on MS Teams+ Ch9 Performance Management and Appraisal	
13	110/12/15 ~ 110/12/21	Submit personal report: Seat no. 37~54 + Choose 4~6 students to have an oral presentation in classroom or on MS Teams+ Ch12 Pay for Performance and Financial Incentives	

14	110/12/22~ 110/12/28	Submit personal report: Seat no. 55~72 + Choose 4~6 students to have an oral presentation in classroom or on MS Teams+ Ch12 Pay for Performance and Financial Incentives	
15	110/12/29~ 111/01/04	Submit personal report: Seat no. 73~90 + Choose 4~6 students to have an oral presentation in classroom or on MS Teams+ Ch3 Human Resource Management Strategy Analysis	
16	111/01/05~ 111/01/11	Submit personal report: Seat no. 90~111 + Choose 4~6 students to have an oral presentation in classroom or on MS Teams+ Ch3 Human Resource Management Strategy Analysis	
17	111/01/12~ 111/01/18	Final Exam Week	
18	111/01/19~ 111/01/25	Final week for flexible learning	
Requirement			
Teaching Facility	Computer, Projector		
Textbooks and Teaching Materials	Handouts will be provided.		
References			
Number of Assignment(s)	6 (Filled in by assignment instructor only)		
Grading Policy	◆ Attendance : 10.0 % ◆ Mark of Usual : 5.0 % ◆ Midterm Exam : 25.0 % ◆ Final Exam : 25.0 % ◆ Other (class presentation) : 35.0 %		
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.		