

## Tamkang University Academic Year 111, 1st Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	MENG-HSIU LEE
Course Class	TLGBM1A MASTER'S PROGRAM IN BUSINESS AND MANAGEMENT, DEPARTMENT OF MANAGEMENT SCIENCES (ENGLISH-TAUGHT PROGRAM), 1A	Details	<ul style="list-style-type: none"> <li>◆ General Course</li> <li>◆ Selective</li> <li>◆ One Semester</li> </ul>
Relevance to SDGs	SDG9 Industry, Innovation, and Infrastructure		
Departmental Aim of Education			
<ul style="list-style-type: none"> <li>I. Develop a business and management perspective for students.</li> <li>II. Train the professionals in the integrated fields of business and management.</li> <li>III. Cultivate the talents with both theory and practices in business and management.</li> </ul>			
Subject Departmental core competences			
<ul style="list-style-type: none"> <li>A. Provide the basic knowledge of both theory and practices.(ratio:30.00)</li> <li>B. Enhance the practical training for the current trends.(ratio:35.00)</li> <li>C. Cultivate the ethics in business and management.(ratio:25.00)</li> <li>D. Obtain the ability of analyzing industrial and business problems.(ratio:10.00)</li> </ul>			
Subject Schoolwide essential virtues			
<ul style="list-style-type: none"> <li>1. A global perspective. (ratio:25.00)</li> <li>2. Information literacy. (ratio:20.00)</li> <li>3. A vision for the future. (ratio:15.00)</li> <li>4. Moral integrity. (ratio:5.00)</li> <li>5. Independent thinking. (ratio:5.00)</li> <li>6. A cheerful attitude and healthy lifestyle. (ratio:5.00)</li> <li>7. A spirit of teamwork and dedication. (ratio:15.00)</li> <li>8. A sense of aesthetic appreciation. (ratio:10.00)</li> </ul>			

<b>Course Introduction</b>	<p>This course provides a review of concepts in human resource management and their application to practical case studies. The aim of this course focuses on the application of utilizing HRM for companies to gain competitiveness. Several relevant areas are examined with practical issues from internal and external environment of the firm. Relevant topics include people management issues such as recruitment, training and development, performance management, cross-border alliance, acquisitions, talent management and global leadership.</p>
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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	The goal is to explore and understand the value and benefit of companies' human resource management and talent-based advantage in global context from strategic, contextual, and management perspectives.	Cognitive

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

No.	Core Competences	Essential Virtues	Teaching Methods	Assessment
1	ABCD	12345678	Lecture, Discussion	Testing, Discussion(including classroom and online), Report(including oral and written)

**Course Schedule**

Week	Date	Course Contents	Note
1	111/09/05 ~ 111/09/11	managing human resources	
2	111/09/12 ~ 111/09/18	trends in human resource management	
3	111/09/19 ~ 111/09/25	providing equal employment opportunity	

4	111/09/26 ~ 111/10/02	analyzing work and designing jobs	
5	111/10/03 ~ 111/10/09	planning for and recruiting human resources	
6	111/10/10 ~ 111/10/16	selecting employees and placing them in jobs	
7	111/10/17 ~ 111/10/23	training employees	
8	111/10/24 ~ 111/10/30	developing employees for future success	
9	111/10/31 ~ 111/11/06	creating and maintaining high-performance organizations	
10	111/11/07 ~ 111/11/13	managing employees' performance	
11	111/11/14 ~ 111/11/20	separating and retaining employees	
12	111/11/21 ~ 111/11/27	establishing a pay structure	
13	111/11/28 ~ 111/12/04	recognizing employee contributions with pay	
14	111/12/05 ~ 111/12/11	providing employee benefits	
15	111/12/12 ~ 111/12/18	collective bargaining and labor relations	
16	111/12/19 ~ 111/12/25	global human resource management 1	
17	111/12/26 ~ 112/01/01	global human resource management 2	
18	112/01/02 ~ 112/01/08	global human resource management 3	
Requirement			
Teaching Facility	Computer, Projector		
Textbooks and Teaching Materials			
References			
Number of Assignment(s)	(Filled in by assignment instructor only)		
Grading Policy	◆ Attendance : 15.0 %   ◆ Mark of Usual : 15.0 %   ◆ Midterm Exam : 30.0 % ◆ Final Exam : 40.0 % ◆ Other ( ) : %		

Note	<p>This syllabus may be uploaded at the website of Course Syllabus Management System at <a href="http://info.ais.tku.edu.tw/csp">http://info.ais.tku.edu.tw/csp</a> or through the link of Course Syllabus Upload posted on the home page of TKU Office of Academic Affairs at <a href="http://www.acad.tku.edu.tw/CS/main.php">http://www.acad.tku.edu.tw/CS/main.php</a> .</p> <p>※ <b>Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</b></p>
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