

## Tamkang University Academic Year 111, 2nd Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	CHIEN-MU YEH
Course Class	TRBXB2A DEPARTMENT OF INTERNATIONAL TOURISM MANAGEMENT (ENGLISH-TAUGHT PROGRAM), 2A	Details	<ul style="list-style-type: none"> <li>◆ General Course</li> <li>◆ Required</li> <li>◆ One Semester</li> </ul>
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			
<ul style="list-style-type: none"> <li>A. Ability to analyze and solve problems.(ratio:20.00)</li> <li>B. Ability to communicate in English.(ratio:20.00)</li> <li>C. Proper service and work attitude.(ratio:20.00)</li> <li>D. Tourism management knowledge.(ratio:30.00)</li> <li>E. Tourism management skills.(ratio:10.00)</li> </ul>			
Subject Schoolwide essential virtues			
<ul style="list-style-type: none"> <li>1. A global perspective. (ratio:10.00)</li> <li>2. Information literacy. (ratio:5.00)</li> <li>3. A vision for the future. (ratio:10.00)</li> <li>4. Moral integrity. (ratio:30.00)</li> <li>5. Independent thinking. (ratio:30.00)</li> <li>6. A cheerful attitude and healthy lifestyle. (ratio:5.00)</li> <li>7. A spirit of teamwork and dedication. (ratio:5.00)</li> <li>8. A sense of aesthetic appreciation. (ratio:5.00)</li> </ul>			

<b>Course Introduction</b>	<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>
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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 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	ABCDE	12345678	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)

**Course Schedule**

Week	Date	Course Contents	Note
1	112/02/13 ~ 112/02/19	Course Introduction/Managing Human Resources Today	
2	112/02/20 ~ 112/02/26	Managing Human Resources Today	
3	112/02/27 ~ 112/03/05	Personnel Planing and Recruiting	
4	112/03/06 ~ 112/03/12	Personnel Planning and Recruiting	

5	112/03/13 ~ 112/03/19	Personnel Planning and Recruiting	
6	112/03/20 ~ 112/03/26	Selecting Employees	
7	112/03/27 ~ 112/04/02	Selecting Employees	
8	112/04/03 ~ 112/04/09	Spring Break	
9	112/04/10 ~ 112/04/16	Performance Management, Appraisal and Compensating Employees	
10	112/04/17 ~ 112/04/23	Midterm Exam Week	
11	112/04/24 ~ 112/04/30	Performance Management, Appraisal and Compensating Employees	
12	112/05/01 ~ 112/05/07	Performance Management, Appraisal and Compensating Employees	
13	112/05/08 ~ 112/05/14	Occupational Safety, Health and Security	
14	112/05/15 ~ 112/05/21	Occupational Safety, Health and Security	
15	112/05/22 ~ 112/05/28	Group Presentation	
16	112/05/29 ~ 112/06/04	Group Presentation	
17	112/06/05 ~ 112/06/11	Group Presentation	
18	112/06/12 ~ 112/06/18	Final Exam Week	
Requirement	<p>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.</p> <p>Due to the administrative duty, the professor has some business trips during this semester. Class re-arrangements will be conducted. If this is an issue for you, sorry for any inconvenience. You may select the other HRM class at our department. Thank you for your understanding.</p>		
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	<p>Dessler, Gary &amp; Huat, Tan Chwee (2009). Human Resource Management: An Asian Perspective. Singapore: Pearson Education Ltd.</p> <p>Nickson, D. (2007). Human Resource Management for the Hospitality and Tourism Industries. Oxford: Butterworth-Heinemann.</p> <p>Baum, T. (2006). Human Resource Management for Tourism, Hospitality and Leisure: An International Perspective. London: Thomson Learning.</p> <p>University of Minnesota Libraries (2016). Human Resource Management. University of Minnesota Libraries. Available at <a href="https://open.umn.edu/opentextbooks/textbooks/71">https://open.umn.edu/opentextbooks/textbooks/71</a></p>		

Number of Assignment(s)	5 (Filled in by assignment instructor only)
Grading Policy	<ul style="list-style-type: none"> <li>◆ Attendance :            %    ◆ Mark of Usual : 50.0 %    ◆ Midterm Exam : 15.0 %</li> <li>◆ Final Exam :    15.0 %</li> <li>◆ Other 〈Group Presentation〉 : 20.0 %</li> </ul>
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>