

## Tamkang University Academic Year 112, 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"> <li>◆ General Course</li> <li>◆ Selective</li> <li>◆ One Semester</li> </ul>
Relevance to SDGs	<p>SDG4 Quality education</p> <p>SDG8 Decent work and economic growth</p>		
<b>Departmental Aim of Education</b>			
<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>			
<b>Subject Departmental core competences</b>			
<p>A. Breeding professionals with expertise in general International Trade and International Business.(ratio:30.00)</p> <p>B. Consisting of Globalization, Information-Oriented and Future-Oriented education. (ratio:30.00)</p> <p>C. Producing graduates with capability of foreseeing and analyzing the development of Global Economy.(ratio:30.00)</p> <p>D. Breeding professionals with expertise in Marketing and Financial Management.(ratio:10.00)</p>			
<b>Subject Schoolwide essential virtues</b>			
<p>1. A global perspective. (ratio:25.00)</p> <p>2. Information literacy. (ratio:5.00)</p> <p>3. A vision for the future. (ratio:5.00)</p> <p>4. Moral integrity. (ratio:5.00)</p> <p>5. Independent thinking. (ratio:25.00)</p> <p>6. A cheerful attitude and healthy lifestyle. (ratio:5.00)</p>			

7. A spirit of teamwork and dedication. (ratio:25.00)

8. A sense of aesthetic appreciation. (ratio:5.00)

**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.

**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	ABCD	12345678	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)
2	ABCD	12345678	Lecture, Discussion	Testing, Study Assignments, Discussion(including classroom and online), Report(including oral and written)

3	ABCD	12345678	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	112/09/11 ~ 112/09/17	Course introduction	Classroom
2	112/09/18 ~ 112/09/24	Ch1 Introduction to Human Resource Management	Classroom
3	112/09/25 ~ 112/10/01	Ch3 Human Resource Management Strategy Analysis + Grouping	Classroom
4	112/10/02 ~ 112/10/08	Ch4 Job Analysis and the Talent Management Process + Class assignment	Classroom
5	112/10/09 ~ 112/10/15	Ch5 Personnel Planning and Recruiting + Class assignment	Classroom
6	112/10/16 ~ 112/10/22	Ch7 Interviewing Candidates + Class assignment	Classroom
7	112/10/23 ~ 112/10/29	Ch8 Training and Developing Employee + Class assignment	Classroom
8	112/10/30 ~ 112/11/05	Self-Learning Week I (ESG in human resource management)	Online (MS Team)
9	112/11/06 ~ 112/11/12	Self-Learning Week II (ESG in human resource management) + Online Mid-Term Exam (Mid-term Exam Week)	Online (MS Team)
10	112/11/13 ~ 112/11/19	G1~4: Submit group report to iclass and Group oral presentation + Ch8 Training and Developing Employee	Classroom
11	112/11/20 ~ 112/11/26	G5~8: Submit group report to iclass and Group oral presentation + Ch8 Training and Developing Employee	Classroom
12	112/11/27 ~ 112/12/03	G9~12: Submit group report to iclass and Group oral presentation + Ch9 Performance Management and Appraisal	Classroom
13	112/12/04 ~ 112/12/10	G13~16: Submit group report to iclass and Group oral presentation + Ch9 Performance Management and Appraisal	Classroom
14	112/12/11 ~ 112/12/17	G17~20: Submit group report to iclass and Group oral presentation + Ch12 Pay for Performance and Financial Incentives	Classroom

15	112/12/18~ 112/12/24	G21~24: Submit group report to iclass and Group oral presentation + Ch12 Pay for Performance and Financial Incentives	Classroom
16	112/12/25~ 112/12/31	Self-Learning Week III (ESG in human resource management)	Online (MS Team)
17	113/01/01~ 113/01/07	Self-Learning Week IV (ESG in human resource management) + Submit group written report (Final exam week)	Online (MS Team)
18	113/01/08~ 113/01/14	Flexible Teaching Method Week	Online (MS Team)
Key capabilities	self-directed learning Problem solving		
Interdisciplinary	Competency-based education 'competency exploration' sustained competency or global issues STEEP (Society, Technology, Economy, Environment, and Politics)		
Distinctive teaching	Special/Problem-Based(PBL) Courses		
Course Content	Logical Thinking		
Requirement			
Textbooks and Teaching Materials	Self-made teaching materials:Presentations, Handouts		
References			
Grading Policy	◆ Attendance : 5.0 %   ◆ Mark of Usual : 5.0 %   ◆ Midterm Exam : 30.0 % ◆ Final Exam : 30.0 % ◆ Other <group oral report> : 30.0 %		

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>.

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