

## Tamkang University Academic Year 112, 2nd Semester Course Syllabus

Course Title	HUMAN RESOURCES MANAGEMENT	Instructor	MEI-JANE CHAN
Course Class	TRBXB2B DEPARTMENT OF INTERNATIONAL TOURISM MANAGEMENT (ENGLISH-TAUGHT PROGRAM), 2B	Details	<ul style="list-style-type: none"> <li>◆ General Course</li> <li>◆ Required</li> <li>◆ One Semester</li> </ul>
Relevance to SDGs	SDG3 Good health and well-being for people SDG4 Quality education SDG5 Gender equality SDG7 Affordable and clean energy		
D e p a r t m e n t a l   A i m   o f   E d u c a t i o n			
To develop talented managers with international competitive advantage in the tourism industry.			
S u b j e c t   D e p a r t m e n t a l   c o r e   c o m p e t e n c e s			
A. Ability to analyze and solve problems.(ratio:20.00) B. Ability to communicate in English.(ratio:20.00) C. Proper service and work attitude.(ratio:20.00) D. Tourism management knowledge.(ratio:30.00) E. Tourism management skills.(ratio:10.00)			
S u b j e c t   S c h o o l w i d e   e s s e n t i a l   v i r t u e s			
1. A global perspective. (ratio:10.00) 2. Information literacy. (ratio:5.00) 3. A vision for the future. (ratio:10.00) 4. Moral integrity. (ratio:30.00) 5. Independent thinking. (ratio:30.00) 6. A cheerful attitude and healthy lifestyle. (ratio:5.00) 7. A spirit of teamwork and dedication. (ratio:5.00) 8. A sense of aesthetic appreciation. (ratio:5.00)			

<b>Course Introduction</b>	<p>This course will introduce the human resource management related tasks in the business organizations, covering the primary themes of HRM, such as job analysis, personnel planning, recruiting, etc. After finishing this course, students are expected to</p> <ol style="list-style-type: none"> <li>1. understand the managerial/analytical tools for HRM activities</li> <li>2. obtain the conceptual knowledge of HRM, and apply the knowledge in real world.</li> <li>3. Develop practical skills through class activities.</li> </ol>
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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	after students complete the course, they will be able to: <ol style="list-style-type: none"> <li>1. Understand HR' s role in organizational development, strategic planning and management.</li> <li>2. Define the key elements of human resource management, and analyze opportunities in your workplace.</li> <li>3. Demonstrate the ability to design and develop an HR system that supports the company' s strategic goals.</li> </ol>	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), Activity Participation

**Course Schedule**

Week	Date	Course Contents	Note
1	113/02/19~ 113/02/25	1 Introduction to Human Resource Management (HRM)	

2	113/02/26 ~ 113/03/03	2 Equal Opportunity and the Law	
3	113/03/04 ~ 113/03/10	3 Human Resource Strategy and Analysis	
4	113/03/11 ~ 113/03/17	4 Job Analysis and the Talent Management Process	
5	113/03/18 ~ 113/03/24	5 Personnel Planning and Recruiting	
6	113/03/25 ~ 113/03/31	6 Employee Testing and Selection	
7	113/04/01 ~ 113/04/07	7 Interviewing Candidates	
8	113/04/08 ~ 113/04/14	8 Training and Developing Employees	
9	113/04/15 ~ 113/04/21	Midterm Exam Week	
10	113/04/22 ~ 113/04/28	10 Performance Management and Appraisal	
11	113/04/29 ~ 113/05/05	11 Managing Careers and Retention	
12	113/05/06 ~ 113/05/12	12 Managing Careers and Retention	
13	113/05/13 ~ 113/05/19	13 Pay for Performance and Financial Incentives	
14	113/05/20 ~ 113/05/26	14 Benefits and Services	
15	113/05/27 ~ 113/06/02	15 Safety, Health, and Risk Management	
16	113/06/03 ~ 113/06/09	16 Managing Human Resources in Small and Entrepreneurial firms	
17	113/06/10 ~ 113/06/16	Final Exam Week (Date:113/6/11-113/6/17)	
18	113/06/17 ~ 113/06/23	Flex week, learning activities should be arranged.	
Key capabilities		self-directed learning Social Participation Problem solving Interdisciplinary	
Interdisciplinary		Competency-based education 'competency exploration' sustained competency or global issues STEEP (Society, Technology, Economy, Environment, and Politics)	
Distinctive teaching		Project implementation course	

Course Content	Intellectual Property (learning intellectual property) Gender Equality Education Environmental Safety Green Energy AI application Sustainability issue
Requirement	
Textbooks and Teaching Materials	Self-made teaching materials:Textbooks, Presentations, Videos, Worksheets Using teaching materials from other writers:Textbooks, Presentations, Handouts, Videos, Worksheets
References	Gary Dessler, Human Resource Management (GE) sixteenth Edition, 2022 Pearson Debra Patterson(2023)Human Resources Management - 3rd Edition C
Grading Policy	◆ Attendance : 25.0 %   ◆ Mark of Usual : 25.0 %   ◆ Midterm Exam : 25.0 % ◆ Final Exam : 25.0 % ◆ Other ( ) : %
Note	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> . <b>※ Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</b>