

Tamkang University Academic Year 113, 2nd Semester Course Syllabus

Course Title	SEMINAR ON INTERNATIONAL HUMAN RESOURCE MANAGEMENT	Instructor	PEI-CHUN CHEN
Course Class	TLFBB3A DIVISION OF GLOBAL COMMERCE, DEPARTMENT OF INTERNATIONAL BUSINESS (ENGLISH-TAUGHT PROGRAM), 3A	Details	<ul style="list-style-type: none"> ◆ General Course ◆ Selective ◆ One Semester ◆ 3 Credits
Relevance to SDGs	SDG17 Partnerships for the goals		
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:25.00)</p> <p>B. Consisting of Globalization, Information-Oriented and Future-Oriented education. (ratio:25.00)</p> <p>C. Producing graduates with capability of foreseeing and analyzing the development of Global Economy.(ratio:25.00)</p> <p>D. Breeding professionals with expertise in Marketing and Financial Management.(ratio:25.00)</p>			
Subject Schoolwide essential virtues			
<p>1. A global perspective. (ratio:20.00)</p> <p>2. Information literacy. (ratio:20.00)</p> <p>3. A vision for the future. (ratio:10.00)</p> <p>4. Moral integrity. (ratio:10.00)</p> <p>5. Independent thinking. (ratio:20.00)</p> <p>6. A cheerful attitude and healthy lifestyle. (ratio:5.00)</p>			

7. A spirit of teamwork and dedication. (ratio:10.00)

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

Course Introduction

This seminar explores the theories and practices of international human resource management (IHRM), covering topics such as cross-cultural management, global talent acquisition and development, international compensation and benefits...etc. Through case studies, academic readings, and class discussions, students who take this course could enhance their understanding and analytical skills in IHRM.

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	1.Understand the Concept & Importance of IHRM 2.Explore Key Challenges in IHRM 3.Develop Cross-Cultural Competence 4.Understand Global Talent Management 5.Study Legal and Ethical Considerations in IHRM	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), Activity Participation

Course Schedule

Week	Date	Course Contents	Note

1	114/02/17 ~ 114/02/23	Introduction	
2	114/02/24 ~ 114/03/02	The Cultural Context of IHRM	
3	114/03/03 ~ 114/03/09	The Organizational Context	
4	114/03/10 ~ 114/03/16	IHRM in Cross-Border Mergers & Acquisitions, International Alliances and SMEs	
5	114/03/17 ~ 114/03/23	Sourcing Human Resources for Global Markets – Staffing, Recruitment and Selection	
6	114/03/24 ~ 114/03/30	International Performance Management	
7	114/03/31 ~ 114/04/06	International Training, Development and Careers	
8	114/04/07 ~ 114/04/13	International Compensation	
9	114/04/14 ~ 114/04/20	Midterm Exam/Midterm Assessment Week (teachers can adjust the week as needed)	
10	114/04/21 ~ 114/04/27	International Industrial Relations and The Global Institutional Context	
11	114/04/28 ~ 114/05/04	IHRM Trends and Future Challenges	
12	114/05/05 ~ 114/05/11	Case 1 & 2	
13	114/05/12 ~ 114/05/18	Case 3 & 4	
14	114/05/19 ~ 114/05/25	Case 5 & 6	
15	114/05/26 ~ 114/06/01	Case 7	
16	114/06/02 ~ 114/06/08	Case 8	
17	114/06/09 ~ 114/06/15	Final Exam/Final Assessment Week (teachers can adjust the week as needed)	
18	114/06/16 ~ 114/06/22	Flexible Teaching Week: Generally, no in-person classes; teachers may arrange teaching activities or final assessments, among other options.	
Key capabilities		self-directed learning International mobility Information Technology Social Participation Humanistic Caring Problem solving Interdisciplinary	

Interdisciplinary	<p>STEAM course (S:Science, T:Technology, E:Engineering, M:Math, A field:Integration of Art and Humanist)</p> <p>Competency-based education 'competency exploration' sustained competency or global issues STEEP (Society, Technology, Economy, Environment, and Politics)</p> <p>In addition to teaching content of the teacher's professional field, integrate other subjects or invite experts and scholars in other fields to share knowledge or teaching</p>
Distinctive teaching	
Course Content	<p>Logical Thinking</p> <p>Environmental Safety</p> <p>Sustainability issue</p>
Requirement	<ol style="list-style-type: none"> 1. Timely submission of assignments/reports/discussions: Please submit all assignments, reports, and discussions before the deadline [Deadline: Date + Time]. 2. Respect and communication: Please maintain respectful, professional, and rational communication with both peers and the professor. 3. Attendance: Please maintain regular attendance to ensure a comprehensive understanding of the course content and active participation in activities. 4. Course materials: Students should evaluate their own need for course materials. If required, please purchase them legally on your own. 5. Rules of exam in this course: <ol style="list-style-type: none"> A. Make-up Exam Application B. Make-up Exam Grading Standard C. Exam Deadline
Textbooks and Teaching Materials	<p>Self-made teaching materials:Presentations</p> <p>Using teaching materials from other writers:Textbooks, Presentations, Videos</p>
References	<p>International Human Resource Management (6th Edition), Peter J. D., Marion F., & Allen D. E.</p>
Grading Policy	<p>◆ Attendance : 10.0 % ◆ Mark of Usual : 10.0 % ◆ Midterm Exam : 30.0 %</p> <p>◆ Final Exam : 30.0 %</p> <p>◆ Other < Assignments...etc. > : 20.0 %</p>
Note	<p>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.</p> <p>※ Unauthorized photocopying is illegal. Using original textbooks is advised. It is a crime to improperly photocopy others' publications.</p>