Tamkang University Academic Year 114, 1st Semester Course Syllabus

Course Title	ORGANIZATIONAL DEVELOPMENT	Instructor	SHEN-FANG CHIEN
Course Class	TDTXB4P DEPARTMENT OF EDUCATIONAL TECHNOLOGY, 4P	Details	◆ General Course ◆ Selective ◆ One Semester ◆ 2 Credits
Relevance to SDGs	SDG4 Quality education SDG8 Decent work and economic growth SDG9 Industry, Innovation, and Infrastructure SDG16 Peace, justice and strong institutions		

Departmental Aim of Education

The department of educational technology aims to equip students with skills in integrating relevant pedagogical theories into e-Learning, instructional materials development, and project management.

Subject Departmental core competences

A. Students will be able to apply knowledge and skills related to instructional design. (ratio:5.00)

B. Students will be able to analyze educational data.(ratio:5.00)

C. Students will be able to develop multiple types of digital materials.(ratio:5.00)

D. Students will be able to acquire the ability related to basic computer programming. (ratio:5.00)

E. Students will be able to strengthen knowledge and skills related to planning, organizing, and implementation in human resource development (HRD).(ratio:75.00)

F. Students will be able to evaluate each type of digital materials.(ratio:5.00)

Subject Schoolwide essential virtues

1. A global perspective. (ratio:15.00)

2. Information literacy. (ratio:5.00)

3. A vision for the future. (ratio:5.00)

4. Moral integrity. (ratio:5.00)

5. Independent thinking. (ratio:30.00)

6. A cheerful attitude and healthy lifestyle. (ratio:5.00)

7. A spirit of teamwork and dedication. (ratio:30.00)

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

Course Introduction	This course provides students with core concepts and theories through lectures, group presentations, and case studies(Starbucks, Ikea, etc). It combines real-world business examples with proven change models. Students will learn how to diagnose organizational challenges, improve team dynamics, and workplace culture。本課程透過講授、小組簡報與案例，協助學生掌握組織發展的概念與理論。課程結合真實企業案例與變革模型，探討領導者與團隊如何推動變革。學生將學習如何診斷組織問題並改善團隊動態與職場文化，同學不要擔心英文的問題，老師會盡力讓同學理解。

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	To provide students with organization development core concepts and theories through interactive lectures, group presentations, and case studies. 透過講授、小組報告與案例，讓學生了解組織發展的核心概念與理論。	Cognitive
2	To provide students with organization development core concepts and theories through interactive lectures, group presentations, and case studies.	Cognitive

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

No.	Core Competences	Essential Virtues	Teaching Methods	Assessment
1	ABCDEF	1234567	Lecture, Group Presentations	Testing, Study Assignments, Report(including oral and written)
2	ABCDEF	12345678	Lecture, Discussion, presentations	Testing, Study Assignments, Report(including oral and written)

Course Schedule			
Week	Date	Course Contents	Note

1	114/09/15~ 114/09/21	course introduction 課程介紹	
2	114/09/22~ 114/09/28	The Nature of Planned change 計畫性變革(Nissin Cup Noodles 日清拉麵)	
3	114/09/29~ 114/10/05	The Process of Organization Change 組織變革的過程 (Starbucks 星巴克)	
4	114/10/06~ 114/10/12	OD Change Models 組織變革模型 (Zappos)	
5	114/10/13~ 114/10/19	Leadership :領導力 (Japan Airlines 日航)	
6	114/10/20~ 114/10/26	Organization Culture 組織文化 (IKEA 宜家家具)	
7	114/10/27~ 114/11/02	Guest Speaker (The relationship between ESG and OD) 來賓 (ESG 和組織發展)	
8	114/11/03~ 114/11/09	MID TERM EXAM (Open Book) 期中考 (開書考試)	
9	114/11/10~ 114/11/16	OD Interventions 1 Human Process Intervention (Ikea) 人際歷程介入 (宜家家具)	
10	114/11/17~ 114/11/23	OD Interventions 2 Human Resources Interventions人力資源介入 (Pantagonia)	
11	114/11/24~ 114/11/30	OD Interventions 3 Strategic Change Interventions 策略性介入 (Toyota 豐田汽車)	
12	114/12/01~ 114/12/07	OD Interventions 4 Transformational Change 轉變行變革 (ZARA)	
13	114/12/08~ 114/12/14	Movie: Work Culture and Career Development 電影欣賞	
14	114/12/15~ 114/12/21	Motivating Employees 員工激勵 (Loreal ,萊雅)	
15	114/12/22~ 114/12/28	Future Trend of OD 組織發展的未來趨勢 (WHOLE FOOD)	
16	114/12/29~ 115/01/04	Final Exam (Open Book) 期末考(開書考)	
17	115/01/05~ 115/01/11	Final Week of Diverse Assessments/Flexible Teaching Week for Teachers	
18	115/01/12~ 115/01/18	Flexible Teaching Week for Teachers	
Key capabilities		Social Participation Humanistic Caring Problem solving	
Interdisciplinary		Competency-based education 'competency exploration' sustained competency or global issues STEEP (Society, Technology, Economy, Environment, and Politics)	

Distinctive teaching	USR curriculum
Course Content	Logical Thinking
Requirement	Students are encouraged to attend classes regularly. If you need to take a leave of absence, please make sure to submit an official leave request form. Participation in group presentations, the midterm, and the final exam(open book exams)is required. By meeting these requirements, you will surely be able to achieve a satisfactory grade.請同學盡量出席，若需要請假請給老師正式請假單。請參與小組報告，並參加期中考與期末考(開書考)。符合上述要求，必能獲得滿意的成績
Textbooks and Teaching Materials	Self-made teaching materials:Presentations Using teaching materials from other writers:Videos
References	Organization Development and Change 10th Edition by Thomas Cummings , Christopher Worley，CENGAGE Learning
Grading Policy	◆ Attendance： 20.0 % ◆ Mark of Usual： % ◆ Midterm Exam： 25.0 % ◆ Final Exam： 25.0 % ◆ Other〈Group Presentations〉：30.0 %
Note	This syllabus may be uploaded at the website of Course Syllabus Management System at https://web2.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. ※"Adhere to the concept of intellectual property rights" and "Do not illegally photocopy, download, or distribute." Using original textbooks is advised. It is a crime to improperly photocopy others' publications.