

Tamkang University Academic Year 114, 2nd Semester Course Syllabus

Course Title	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	Instructor	TSAI, YI-YING
Course Class	TLFCM1A INTERNATIONAL INTENSE MASTER'S PROGRAM IN INTERNATIONAL ECONOMY AND TRADE, DEPARTMENT OF INTERNATIONAL BUSINESS	Details	◆ General Course ◆ Selective ◆ One Semester ◆ 2 Credits
Relevance to SDGs	(ENGLISH-TAUGHT PROGRAM), 1A SDG3 Good health and well-being for people SDG4 Quality education		
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			
I . To instill the university motto of "Simplicity, Firmness, Perseverance, and Fulfillment" into students. 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. 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.			
Subject Departmental core competences			
A. Breeding professionals with expertise in general International Trade and International Business.(ratio:20.00) B. Consisting of Globalization, Information-Oriented and Future-Oriented education. (ratio:30.00) C. Producing graduates with capability of foreseeing and analyzing the development of Global Economy.(ratio:30.00) D. Breeding professionals with expertise in Marketing and Financial Management.(ratio:20.00)			
Subject Schoolwide essential virtues			
1. A global perspective. (ratio:20.00) 2. Information literacy. (ratio:10.00) 3. A vision for the future. (ratio:10.00) 4. Moral integrity. (ratio:10.00) 5. Independent thinking. (ratio:20.00) 6. A cheerful attitude and healthy lifestyle. (ratio:10.00)			

7. A spirit of teamwork and dedication. (ratio:10.00)				
8. A sense of aesthetic appreciation. (ratio:10.00)				
Course Introduction		This course explores the management of human resources in international and multinational organizations. It examines how cultural, institutional, and legal differences influence HR practices such as global staffing, training and development, performance management, compensation, and expatriate management. Through case studies and applied activities, students will develop cross-cultural competence and practical skills for managing global talent effectively.		
<p>The correspondences between the course's instructional objectives and the cognitive, affective, and psychomotor objectives.</p> <p>Differentiate the various objective methods among the cognitive, affective and psychomotor domains of the course's instructional objectives.</p> <p>I. Cognitive : Emphasis upon the study of various kinds of knowledge in the cognition of the course's veracity, conception, procedures, outcomes, etc.</p> <p>II.Affective : Emphasis upon the study of various kinds of knowledge in the course's appeal, morals, attitude, conviction, values, etc.</p> <p>III.Psychomotor: Emphasis upon the study of the course's physical activity and technical manipulation.</p>				
No.	Teaching Objectives			objective methods
1	This course aims to develop students’ understanding of international human resource management in global organizations. Students will learn to analyze cultural and institutional differences, design global HR strategies, and enhance cross-cultural communication and problem-solving skills for managing diverse and international workforces effectively.			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, Publication	Study Assignments, Discussion(including classroom and online)
Course Schedule				
Week	Date	Course Contents		Note
1	115/02/23 ~ 115/03/01	Course Introduction		

2	115/03/02 ~ 115/03/08	Cultural Contexts of International Human Resource Management	
3	115/03/09 ~ 115/03/15	Executive Summary of a Cross-Cultural HR Proposal	
4	115/03/16 ~ 115/03/22	Company Overview and Service Description	
5	115/03/23 ~ 115/03/29	Market and Human Resource Demand Analysis	
6	115/03/30 ~ 115/04/05	Marketing and Employer Branding Strategy	
7	115/04/06 ~ 115/04/12	Operations and Human Resource Management Plan	
8	115/04/13 ~ 115/04/19	Internationalization Strategy	
9	115/04/20 ~ 115/04/26	Midterm Examination	
10	115/04/27 ~ 115/05/03	Financial Planning and Forecasting	
11	115/05/04 ~ 115/05/10	Risk Management and Response Strategies	
12	115/05/11 ~ 115/05/17	Performance Evaluation Frameworks	
13	115/05/18 ~ 115/05/24	Project Presentation	
14	115/05/25 ~ 115/05/31	Global Talent Management and Leadership Development	
15	115/06/01 ~ 115/06/07	Digital HR, AI Applications, and Ethical Issues in IHRM	
16	115/06/08 ~ 115/06/14	Integrated Case Analysis: International HR Decision-Making	
17	115/06/15 ~ 115/06/21	Online Module: Global HR Case Analysis and Reflection	
18	115/06/22 ~ 115/06/28	Online Module: Course Review and Final Assignment Submission	
Key capabilities		self-directed learning Interdisciplinary	
Interdisciplinary		STEAM course (S:Science, T:Technology, E:Engineering, M:Math, A field:Integration of Art and Humanist)	
Distinctive teaching		Project implementation course Special/Problem-Based(PBL) Courses	

Course Content	Intellectual Property (learning intellectual property) Gender Equality Education Logical Thinking
Requirement	Students must apply generative AI ethically, following academic integrity guidelines and ensuring responsible, transparent, and appropriate use in coursework.
Textbooks and Teaching Materials	Self-made teaching materials:Handouts, Worksheets Using teaching materials from other writers:Presentations, Worksheets
References	
Grading Policy	<p>◆ Attendance : 10.0 % ◆ Mark of Usual : 30.0 % ◆ Midterm Exam : 30.0 %</p> <p>◆ Final Exam : 30.0 %</p> <p>◆ Other () : %</p>
Note	<p>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.</p> <p>※"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.</p>