朝陽科技大學 091學年度第2學期教學大綱
Psychology 心理學

當期課號	3220	Course Number	3220
授課教師	張甫任	Instructor	,
中文課名	心理學	Course Name	Psychology
開課單位	企業管理系(四進)一A	Department	
修習別	選修	Required/Elective	Elective
學分數	3	Credits	3
課程目標	探討的主題包括意識狀態、學習原理及其運用、訊息處理中的記憶與遺忘、動機與情緒等心理學基本概念。認識心智能力及其鑑衡、人生全程中的身心發展、人格及其鑑衡、社會行爲等進階心理學議題。瞭解心理異常及其成因、心理治療與身心健康等健康心理學的概念。探討心理學與日常生活的相關性；拓展生活視野。	Objectives	The course of Psychology includes the basic concepts and the application of consciousness, learning, memory, motivation, and emotion. The advanced issues on the physical and mental development through the whole life, the assessment of personality, the social behavior, and mental health will be discussed. As to the basic concepts, causes, and therapy of the mental disorder will be briefly introduced.
教材	講授法 討論教學	Teaching Materials	
成績評量方式	講授法 討論教學	Grading	test examination
教師網頁	_		
教學內容	心理學大師馬斯洛(Abraham. H. Maslow, 1908~1970)的需要階梯理論中將人的需求予以層級化：生理、安全、愛與歸屬、尊重以及自我實現等五大需求。一直以來，工作種類、工作份量以及薪資的多寡都是直接及間接的影響人的五大需求，也是員工們最關心且主要抱怨的問題。如何藉由「工作評價」、「績效管理」及「薪資管理」，給予員工適當的報酬、安置合適職位、分派合理任務以滿足其身份、自尊以及自我實現的慾望，進而影響其工作表現達成組織發展目標許多企業組織投入大筆訓練費用, 來培養員工的人群關係知識與技巧,而企業同仁也非常喜歡—溝通、領導、激勵。而人的差異性, 更是心理學家近年研究之重點。結合管理、心理思維之教科書, 藉由此提供國內學子或企業人士, 著重理論帶動實務研究	Syllabus	A psychology master, Abraham. H. Maslow, 1908-1970, in the theory of his dynamics of the basic needs, classified the levels of people's needs: the "physiological" needs, the safety needs, the love needs and esteem needs, and need for self-actualization. Job kinds, job content and job payment, either in a direct or indirect way, may influence the five needs, which also employees'most concerns and major issues of complaints. The most important issue for human resources management should goes to proper payment, good arrangements of positions, and reasonable job assignments through job evaluation, performance management, and salary management. Then, job performance and organizational growth can be therefore achieved.

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