# 朝陽科技大學 093學年度第2學期教學大綱
# Human Resource Management in Non-profit Organization 非營利組織人力資源管理

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| 當期課號 | 2137 | Course Number | 2137 |
| 授課教師 | 陳馨馨 | Instructor | CHEN,SHIN SHIN |
| 中文課名 | 非營利組織人力資源管理 | Course Name | Human Resource Management in Non-profit Organization |
| 開課單位 | 社會工作系(四日)三A | Department | |
| 修習別 | 選修 | Required/Elective | Elective |
| 學分數 | 2 | Credits | 2 |
| 課程目標 | 本課程旨在探討非營利組織人力資源管理之相關理論,實務及發展問題;學生能夠深刻體認非營利組織之公益精神,及其與公民社會之關聯;並透過個案研究瞭解人力資源管理實務。 | Objectives | The major purpose of this course is to explore the human resources management related theory, practice a nd developmental problem in non-profit organization. Students will better understand the spirit of public interests in non-profit organization and its relationship with the civil society. |
| 教材 | 1.胡政源(2002). 人力資源管理理論與實務. 2.傅篤誠(2002).非營利事業管理－議題導向與管理策略. 3.司徒達賢(1999).非營利組織的經營管理. 4.陳金貴(1994).美國非營利組織的人力資源管理. 5.李誠主編(2002).人力資源管理的十二堂課. 6. Pynes, J.E. (1997). Human Resources Management for Public and Nonprofit Organizations. 7. James Gelatt (2001). Managing Nonprofit Organizations in the 21st Century. 8.Chris Argyris etc. (2000). Harvard Business Review on Managing People. 9.McCurley, S. & Lynch, R. (1996).Volunteer Management-Mobilizing all the Resources of the Community. 10.Burke, M.A. & Liljenstolpe, C.(1992). Recruiting Volunteers-A Guide for Non-Profits. 11.Nonprofit and Voluntary Sector Quarterly. 12.Nonprofit Management & Leadership. | Teaching Materials | |
| 成績評量方式 | 1. 期中考 30%<br>2. 期末考 30%<br>3. 小組報告 30%<br>4. 課堂參與情形與出席率 10%<br>◎ 若三次（含）以上缺席，則本科目不及格。 | Grading | 1.Midterm Examination 30%<br>2.Final Examination 30%<br>3.Group Paper 30%<br>3.Class Participation and attendance 10%<br>◎Students will fail the course if they do not attend the class for three or more than three times. |
| 教師網頁 | | | |
| 教學內容 | 本課程旨在探討非營利組織人力資源管理之相關理論,實務及發展問題;學生能夠深刻體認非營利組織之公益精神,及其與公民社會之關聯;並透過個案研究瞭解人力資源管理實務. | Syllabus | The major purpose of this course is to explore the human resources management related theory, practice a nd developmental problem in non-profit organization. Students will better understand the spirit of public interests in non-profit organization and its relationship with the civil society. |

尊重智慧財產權，請勿非法影印。