朝陽科技大學 095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

當期課號	2161	Course Number	2161
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.李政綱、黃金印、陳基國(2004). 人力資源管理－跨時代的角色與挑戰. 2.陳金貴(1994).美國非營利組織的人力資源管理. 參考書目： 1.台灣三百家主要基金會名錄－2005年.喜瑪拉雅基金會出版. 2.李誠主編(2002).人力資源管理的十二堂課. 3.胡政源(2002).人力資源管理－理論與實務. 4.傅篤誠(2002).非營利事業管理－議題導向與管理策略. 5.司徒達賢(1999).非營利組織的經營管理. 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.Jeanne H. Bradner (1999). The Board Member's Guide/ a Beneficial Bestiary.（董事會運作手冊－董事，應該懂的事） 12.Nonprofit and Voluntary Sector Quarterly. 13.Nonprofit Management & Leadership.	Teaching Materials	1.Cheng-Kang Lee, Ching-In Huang, and Chi-Kuo Chen (2004). Human Resource Management- Roles and Challenges in the New Age. 2.Jin-Kua Chen(1994).Human Resource Management in Non-Profit Organizations of the U.S.A. 3.Pynes, J.E. (1997). Human Resources Management for Public and Nonprofit Organizations. 2. James Gelatt (2001). Managing Nonprofit Organizations in the 21st Century. 3.Chris Argyris etc. (2000). Harvard Business Review on Managing People. 4.McCurley, S. & Lynch, R. (1996).Volunteer Management- Mobilizing all the Resources of the Community. 5.Burke, M.A. & Liljenstolpe, C.(1992). Recruiting Volunteers-A Guide for Non-Profits. 6.Nonprofit and Voluntary Sector Quarterly. 7.Nonprofit Management & Leadership.
成績評量方式	1.期中考 40% 2.期末考 40% 3.課堂參與情形與出席率（含HRM相關影片欣賞及就業博覽會回饋）20% ◎ 若三次（含）以上缺席，則本科目不及格。	Grading	1.Midterm Examination 40% 2.Final Examination 40% 3.Class Participation and Attendance 20% ◎Students will fail the course if they do not attend the class for three or more than three times.
教師網頁			
	本課程旨在探討人力資源管理之相關		The major purpose of this course is to

教學內容	理論,實務及發展問題及其在非營利組織方面的運用;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. 教學進度: 3/5 課程介紹暨人力資源管理導論 3/12 人力資源管理導論，國內外非營利組織發展現況 3/19 非營利組織人力資源的趨勢 3/26 工作設計與分析 4/2 校外學習日（全校停課） 4/9 人力資源規劃，人員招募與遴選 4/16 人員任用與遷調，人員縮減計畫 4/23 期中考試 4/30 教育訓練與發展 5/7 教育訓練與發展 5/14 績效評估 5/21 薪資管理與獎勵，員工福利 5/28 員工安全與健康，勞資關係 6/4 國際人力資源管理（含中國人力資源管理） 6/11 非營利組織董事會的新任務與運作 6/18 非營利組織的志工管理，總結 6/25 期末考試	**Syllabus**	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。