朝陽科技大學 095學年度第2學期教學大綱
Special Topics on Advance of Human Resource Management 高階人力資源管理專題

當期課號	7581	Course Number	7581
授課教師	張鐵軍	Instructor	CHANG,TIEH CHUN
中文課名	高階人力資源管理專題	Course Name	Special Topics on Advance of Human Resource Management
開課單位	企業管理系碩士在職專班二A	Department	
修習別	選修	Required/Elective	Elective
學分數	3	Credits	3
課程目標	本課程主要提供選修之研究生對於人力資源管理之理論與研究歷程有更進一步的掌握，透過相關論文之研讀語研討,使對人力資源管理研究有興趣之研究生未來能順利進行相關研究。	Objectives	The main purpose of this course was tried to promote graduate's student to knowing the ontology and epistemology of HRM and their HRM field research abilities. We adopted seminars mode on this course. On this course we also introduce competence theories and future research trends!
教材	Competence at work, by Lyle M. Spencer, Jr. and Signe M. Spencer, Wiley, 1993. Competence Based Recruitment and Selection, by Robert Wood and Tim Payne, Wiley, 1998.	Teaching Materials	Competence at work, by Lyle M. Spencer, Jr. and Signe M. Spencer, Wiley, 1993. Competence Based Recruitment and Selection, by Robert Wood and Tim Payne, Wiley, 1998.
成績評量方式	課堂參與(30%)，文獻研究課堂報告(30%)，人力資源管理規劃報告(40%)	Grading	Literature review and term-paper(report)(30%), final-term paper(40%), course participation and other assessment (30%).
教師網頁			
教學內容	1.深入統整人資理論，以建構更完整的人力資源管理概念體系。 2.藉由人力資源管理案例研究以深化實踐的能力。 3.瞭解人力資源管理的理論本質, 根源,體系,以及常用之研究方法與限制.	Syllabus	1.Competence theories introduction and review. 2.Competence base: recruitment and selection 3.Epistemology and Ontology of Human resource management, methodology of HRM,

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