朝陽科技大學 096學年度第2學期教學大綱
Human Resource Management 人力資源管理

當期課號	3106	Course Number	3106
授課教師	謝介人	Instructor	,
中文課名	人力資源管理	Course Name	Human Resource Management
開課單位	企業管理系(二進)三A	Department	
修習別	必修	Required/Elective	Required
學分數	3	Credits	3
課程目標	探討人力資源管理的主要功能，並強化人力資源管理有關知識與實務運作能力。理論講解與討論、案例研討、及企業訪問專題報告	Objectives	Enhance the expertise of human resource management through lecture, reading, case study, field visiting, and presentation.
教材	書名:FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT 2/E 2007, 作者:NOE/HOLLENBECK/GERHART, 出版社:雙葉, 2007, ISBN:0071108556	Teaching Materials	書名:FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT 2/E 2007, 作者:NOE/HOLLENBECK/GERHART, 出版社:雙葉, 2007, ISBN:0071108556
成績評量方式	期中考: 30 % 期末考: 30 % 學習報告: 20 % 出席率: 20 %	Grading	mid-term test :30% final-term test :30 % case study :20 % participation rate :20 %
教師網頁			
教學內容	1.人力資源管理與環境 2.人力資源的需求與規劃 3.人力資源的激勵與獎勵 4.人力資源的發展 5.人力資源管理的相關議題	Syllabus	Part 1 Human Resource Environment Chapter 1－Managing Human Resource Chapter 2－Trends in Human Resource Management Chapter 3－Providing Equal Employment Opportunity and a Safe Workplace Chapter 4－Analyzing Work and Designing Jobs Part 2 Acquiring and Preparing Human Resources Chapter 5－Planning for and Recruiting Human Resource Chapter 6－Selecting Employees and Placing Them in Jobs Chapter 7－Training Employees Part 3 Assessing Performance and Developing Employees Chapter 8－Managing Employee' Performance Chapter 9－Developing Employees for future Success Chapter 10－Separating and Retaining Employees Part 4 Compensating Human Resources Chapter 11－Establishing a Pay Structure Chapter 12－Recognizing Employee Contributions with Pay Chapter 13－Providing Employee Benefits Part 5 Meeting Other HR Goals Chapter 14－Collective Bargaining and Labor Relations Chapter 15－Managing Human Resources Globally Chapter 16－Creating and Maintaining High-Performance Organizations

尊重智慧財產權，請勿非法影印。