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

當期課號	7317	Course Number	7317
授課教師	賴志松	Instructor	LAI,CHIH SUNG
中文課名	多國人力資源管理	Course Name	Multinational Human Resource Management
開課單位	應用外語系碩士班一A	Department	
修習別	選修	Required/Elective	Elective
學分數	3	Credits	3
課程目標	本課程主要以人力資源管理之相關課題爲授課內容，包括：企業全球化的人力資源管理挑戰，知識經濟下的企業人力資源管理競爭優勢與核心能力、人力資源規劃、工作設計與供作分析、人員招募策略與甄選流程、組織學習管理、員工生涯發展與職業前程規劃、績效考核與發展、薪酬與獎懲、勞工關係與福利等課題，以使學習本課程之學生，能瞭解企業機構在人力資源管理上應有之功能與基本理論，並具備所需的專業素養。	Objectives	These courses aimed Human Resource Management at providing student with a complete and applied review of essential HR concepts and techniques, especially in the global competition era. The content of these semesters I tried address several issues, including the strategic role of Human Resource Management, HR planning and recruiting, job analysis and employee selection, organization learning and training and developing employees, appraising and managing performance, compensation and benefit.
教材	International Human Resource Management: Managing People in a Multinational Context. London: Thomson Learning Dowling, Peter J. & Welch, Denice E. 自編講義。 隨堂個案教材。	Teaching Materials	International Human Resource Management: Managing People in a Multinational Context. London: Thomson Learning Dowling, Peter J. & Welch, Denice E. assigned materials。 case report。
成績評量方式	平時成績（含課堂參與表現及作業）20% 評論表現 20% 期中報告 30% 期末報告 30%	Grading	Class Participation & Assignments 20% individual comment 20% Midterm report 30% Final Paper 30%
教師網頁	http://163.17.28.140		
教學內容	課程簡介 國際化與國際勞動 多國企業策略與架構 多國雇用議題 國際聘用與外派 國際訓練與發展 國際薪酬與績效管理 回派與國際知識移轉 跨國文化差異之影響	Syllabus	Introduction Internationalization and the international division of labour Strategy and structure of multinational corporations Multinationals and ethical/ employment issues International staffing and expatriation International training and development International compensation and performance management Repatriation and international knowledge transfer The significance of culture Cross national differences in human resources and organization.

尊重智慧財產權，請勿非法影印。