

**朝陽科技大學 097學年度第2學期教學大綱**  
**Training and Development for Business 企業訓練與發展**

<b>當期課號</b>	3101	<b>Course Number</b>	3101
<b>授課教師</b>	萬曉琪	<b>Instructor</b>	Wan,Hsiao chi
<b>中文課名</b>	企業訓練與發展	<b>Course Name</b>	Training and Development for Business
<b>開課單位</b>	企業管理系(二進)四A	<b>Department</b>	
<b>修習別</b>	選修	<b>Required/Elective</b>	Elective
<b>學分數</b>	3	<b>Credits</b>	3
<b>課程目標</b>	1、企業訓練與發展(T&D)在人力資源發展中的角色與功能2、訓練需求的獲得 3、課程規劃與教學方案4、T&D 的種類與適用時機 5、學習心理學6、教學方法 7、團體率領與催化 8、T&D 收益評估 9、T&D專業人的發展10、國內外T&D實務與資源	<b>Objectives</b>	Integrate the human resource development and organization learning expertise to enhance the core competence of training.
<b>教材</b>	員工訓練與能力發展, by Raymond A. Noe, 簡貞玉 譯, 五南圖書	<b>Teaching Materials</b>	Employee Training and Development by Raymond Andrew Noe
<b>成績評量方式</b>	出席與參與:30% 期中考: 30% 期末報告: 40%	<b>Grading</b>	Presence and participation:30% Mid-term exam.:30% Term report: 40%
<b>教師網頁</b>	-		
<b>教學內容</b>	本課程主要以訓練與發展之相關課題為授課內容, 包括: 1、企業訓練與發展(T&D)在人力資源發展中的角色與功能2、訓練需求的獲得 3、課程規劃與教學方案4、T&D 的種類與適用時機 5、學習心理學6、教學方法 7、團體率領與催化8、T&D 收益評估 9、T&D專業人的發展10、國內外T&D實務與資源 等課題, 以使學習本課程之學生, 能瞭解企業機構在訓練與發展上應有之功能與基本理論。	<b>Syllabus</b>	These courses aimed Human Resource training and development at providing student with a complete and applied review of essential HRD concepts and techniques. The content of this semester , including the strategic role of training and the use of new technologies in training. "Employee Training and Development" strikes a balance between research and real company practices. It provides students with a solid background in the fundamentals of training and development including needs assessment, transfer of training, designing a learning environment, methods, and evaluation.

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