

朝陽科技大學 098學年度第1學期教學大綱

Strategic Human Resource Management and Executive Leadership 策略性人力資源管理與高階領導

當期課號	7583	Course Number	7583
授課教師	劉興郁	Instructor	LIU,SHIN YUH
中文課名	策略性人力資源管理與高階領導	Course Name	Strategic Human Resource Management and Executive Leadership
開課單位	企業管理系碩士在職專班一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為授課內容，包括：人力資源管理之涵蓋範圍、人力資源規劃、工作設計、人員招募與選用、人員訓練、員工生涯發展與職業前程規劃、績效考核、薪酬與獎懲、勞工關係與福利等課題，以使學生瞭解企業機構在人力資源管理上應有之功能與基本概念。除此之外，本課程亦探討高階領導的成敗之道，培養學生正確的領導思維，以提升高階經理人之人際技能，發展有效的領導能力。	Objectives	This course aims to provide student with a complete and applied review of essential HR concepts and techniques. Several issues addressed in this course, including the strategic role of Human Resource Management, HR planning and recruiting, job analysis and employee selection, training and employee developing, appraising and managing performance, compensation and benefit. In addition, leadership effectiveness and related theories are also discussed in order to develop students' executive leadership skills.
教材	Human Resource Management, (9th. Ed.中譯本), by BYARS, RUE, 黃同圳 合編譯,高立書局	Teaching Materials	Human Resource Management, (9th. Ed.中譯本), by BYARS, RUE, 黃同圳 合編譯,高立書局
成績評量方式	1.課堂參與、及作業(20%)， 2.分組專題研究心得報告(20%) 3.分組企業訪問報告(20%)， 4.期中考(20%)， 5.期末個案研究報告(20%)	Grading	Class participation & home work(20%)， Subject Presentation(20%)， practitioners interviewing(20%)， Midterm test(20%)， Fnal case study(20%)
教師網頁	http://lms.cti.cyu.edu.tw/course.php?courseID=9962		
教學內容	1. 探討人力資源管理之理論與實務。 2. 整合、交流企業之人力資源管理策略與經驗。	Syllabus	Enhance the expertise of human resource management through lecture, reading, case study, field visiting, and presentation.

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