朝陽科技大學 098學年度第2學期教學大綱
Human Resource Management in Leisure Industry 休閒事業人力資源管理

當期課號	1546	Course Number	1546
授課教師	徐淑麗	Instructor	HSU,SHU LI
中文課名	休閒事業人力資源管理	Course Name	Human Resource Management in Leisure Industry
開課單位	休閒事業管理系(四日)三A	Department	
修習別	必修	Required/Elective	Required
學分數	3	Credits	3
課程目標	使學生瞭解休閒產業人力資源管理的實務作法,制度與分析架構, 以初步建立人力資源管理的實務運作概念及分析的能力; 並且讓學生實際參與人力資源管理的個案報告及時事討論. 特定目標: 1.具備對人力資源管理理論與實務雙方面的整體認知. 2.對人力資源管理運作系統與方法建立初步的瞭解. 3.習得如何運用所學人力資源管理理論於實際企業組織當中. 4.幫助個人建立成爲企業組織中人力資源規劃經理人之專業能力.	Objectives	through topic lecturing, case study and proper feedback to offering students insight of various aspects of Hospitality Industry Human Resource management theory and practice.
教材	1.採互動式教學。2.藉由投影片與光碟解說。3.配合教材進度帶入實際案例解說。 餐飲人力資源管理 華都文化出版社 郭欣易 等著	Teaching Materials	Case study and Discussion Topic Lecturing Oral approach
成績評量方式	期中考:30%,期末考:30%,平常成績:40%	Grading	Mid terms: 30 % Final: 30 % Quiz: 40 % (participate; Discussion; response; attend)
教師網頁			
教學內容	休閒產業人力資源管理導向,工作設計與分析,人力資源規劃,人員招募、遴選、任用、遷調,人員縮減計畫,員工訓練,管理發展,績效考核,生涯規劃,薪資管理與獎勵,員工福利,員工安全與健康,勞資關係工會組織兩岸以及數位化人力資源管理 邀請業界人力資源主管前來演講 參訪服務業的人力運用與調度	Syllabus	Definition and Issues of -Managing Human Resources Through Strategic Partnerships -Understanding the External and Organizational Environments -Ensuring Fair Treatment and Legal Compliance -HR Planning for Alignment and Change -Using Job Analysis and Competency Modeling -Recruiting and Retaining Qualified Employees -Selecting Employees to Fit the Job and the Organization -Training and Developing a Competitive Workforce -Developing an Approach to Total Compensation -Measuring Performance and Providing Feedback -Using Performance-Based Pay to Enhance Motivation -Providing Benefits and Services -Promoting Workplace Safety and Health -Understanding Unionization and Collective Bargaining invite the hospitality industry's HRM has a speaking Leisure service industry'stour

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