朝陽科技大學 098學年度第2學期教學大綱
Human Resource Management 人力資源管理

當期課號	1604	Course Number	1604
授課教師	陳博舜	Instructor	CHEN,PO SHUN
中文課名	人力資源管理	Course Name	Human Resource Management
開課單位	行銷與流通管理系(四日)二A	Department	
修習別	選修	Required/Elective	Elective
學分數	3	Credits	3
課程目標	針對人力資源管理基本的內涵及重要性進行講課及討論，並培養學生正確的人力資源管理的觀念與企業實務，深入淺出未來管理趨勢，讓理論與實務皆能兼顧與實際應用。	Objectives	It focuses on the basic and important foundation of Human Resource Management to do a lecture and tutorial. The aim is to educate students have correct concepts of Human Resource Management and real actions in firms, and also provide them the managerial trend in the future. Finally, it needs to be combined theories with practices together and to know how to apply in the real world.
教材	黃良志等(2007),人力資源管理理論與實務,華泰文化 周瑛琪(2008),人力資源管理,全華 蔡正飛(2008),企業策略性人力資源管理的道與法,華立圖書 黃同川(2008),人力資源管理,美商麥格羅希爾 林財丁與陳子良(2007),人力資源管理,滄海書局 趙必孝(2006),人力資源管理,滄海書局 謝昌隆(2009),人力資源管理,歐亞書局 孫本初與張甫任(2009),策略性人力資源管理,鼎茂書局 台灣個別勞動保護法與集體勞動保護法	Teaching Materials	Huang 2007. Human Resource Management and Practice. HWA TAI PUBLISHING. Jao 2008. Human Resource Management. CHWA PUBLISHING. Tsai 2008. The Practices and Theories of Firm's Strategic Human Resources Management System. WHA LI PUBLISHING Huang 2008. Human Resource Management. McGraw Hill. Lin and Chen 2007. Human Resource Management. TSANGHAI PUBLISHING. Jain 2006. Human Resource Management. TSANGHAI PUBLISHING. Shiang 2009. Human Resource Management, Eurasia Book Co. Shuan and Chian 2009. Strategic Human Resource Management, Taso Book Co. Taiwan Individual and Collective Labor Law
成績評量方式	課堂參與:20% 口頭簡報(一次):20% 期中報告(一份):30% 期末報告(一份):30%	Grading	Class participation 20% Oral briefing 20% Mid-term report 30% Final paper report 30%
教師網頁	http://www.meworks.net/meworksv2a/meworks/page.aspx?no=39190		
教學內容	HRM的功能,角色及其與內外在環境及企業策略等關係 招募與遴選 人才培育與發展 薪酬管理與福利 倫理與勞資關係 勞工法令與求職就業 職業訓練與失業救濟補助	Syllabus	The relationship of HRM for it's Function,Role, inner and outer environment and strategy Recruitment and selection Human training and development Compensation and benefit management Ethics and Human Relations Labor law and employment Vocational training and unemployment aids

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