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	3293	Course Number	3293
授課教師	徐淑麗	Instructor	HSU,SHU LI
中文課名	人力資源管理	Course Name	Human Resource Management
開課單位	休閒事業管理系(二進)三A	Department	
修習別	選修	Required/Elective	Elective
學分數	3	Credits	3
課程目標	探討人力資源管理的主要功能，並強化人力資源管理有關知識與實務運作能力。理論講解與討論、案例研討、及企業訪問專題報告。	Objectives	Enhance the expertise of human resource management through lecture, reading, case study, field visiting, and presentation.
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

尊重智慧財產權，請勿非法影印。