

朝陽科技大學 099學年度第2學期教學大綱
Training and Development for Business 企業訓練與發展

當期課號	3096	Course Number	3096
授課教師	萬曉琪	Instructor	Wan,Hsiao chi
中文課名	企業訓練與發展	Course Name	Training and Development for Business
開課單位	企業管理系(二在)四B	Department	
修習別	選修	Required/Elective	Elective
學分數	3	Credits	3
課程目標	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	Objectives	Integrate the human resource development and organization learning expertise to enhance the core competence of training.
教材	員工訓練與能力發展, by Raymond A. Noe, 簡貞玉 譯, 五南圖書	Teaching Materials	Employee Training and Development by Raymond Andrew Noe
成績評量方式	出席與參與:30% 期中考: 30% 期末報告: 40%	Grading	Presence and participation:30% Mid-term exam.:30% Term report: 40%
教師網頁	-		
教學內容	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。	Syllabus	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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