

Kainan University School of IHP

Syllabus for Fall Semester 2007

| Course Code No. | Course Title | Instructor | Subject | Level of Course | Credits | Hours per Week |
|--|---|----------------------|--|------------------------|---------|----------------|
| 100010560 | Chinese: 人力資源管理 | | ※required <input type="checkbox"/> elective | Year: Second Class: | 3 | 3 |
| | English: Human Resource Management | Course Prerequisites | None | | | |
| Teaching Goals and Content | The major goal of this course is to equip students of management with the core concepts, frameworks, and techniques of strategic management. The approach is analytical. The essence of strategic management is to identify the sources of profit available to the business enterprise, and to formulate and implement strategies that exploit these sources of profit. | | | | | |
| Teaching Methods | <input checked="" type="checkbox"/> lectures <input type="checkbox"/> practical training <input checked="" type="checkbox"/> discussion <input checked="" type="checkbox"/> question-and-answer <input type="checkbox"/> other (details _____) | | | | | |
| Grading and Evaluation Criteria | midterm 25% final 25% class participation 25% Reports and Presentations 25% | | | | | |
| Textbooks | (author, title, edition, publisher, place of publication, year of publication, pages covered) Gary Dessler (2005). Human Resource Management (10th edition). Prentice-Hall, 華泰文化代理 | | | | | |

Course Description (including outline and course schedule):

| Week | Subject | Activities |
|------|--|------------------------|
| 1 | Introduction, The Strategic role of HRM | Small group discussion |
| 2 | Equal Opportunity and the Law | Small group discussion |
| 3 | No Class | |
| 4 | Job Analysis | Small group discussion |
| 5 | HR Planning and Recruiting | Small group discussion |
| 6 | Employee Testing and Selection | Small group discussion |
| 7 | Interviewing Candidates | Small group discussion |
| 8 | Training and Developing Employees | Small group discussion |
| 9 | Mid-term | |
| 10 | Managing Strategic Organizational Renewal | Small group discussion |
| 11 | Appraising and Managing Performance | Small group discussion |
| 12 | Managing Careers and Fair Treatment | Small group discussion |
| 13 | Establishing Strategic Pay Plans | Small group discussion |
| 14 | Pay for Performance and Financial Incentives | Small group discussion |
| 15 | Employee safety and health | Small group discussion |
| 16 | Managing Global Human Resources | Small group discussion |
| 17 | No Class | |
| 18 | Final Exam | |

Instructions:

- Teachers should fill out this form before the semester begins. After it has been verified by the curriculum committee, the original should be given to the office of curriculum planning and a copy to the head of the department to which the course belongs. In addition, the teacher should explain this syllabus to students at the beginning of a semester.
- This form was approved by the curriculum committee on April 23, 2002.

signature of the convener of the curriculum committee



signature of the teacher

96.9.14