

# 國立臺灣師範大學課程綱要【格式】

## National Taiwan Normal University Course Outline

一、課程基本資料（任課教師不可異動部分，同一課程名稱此部分應相同）

I.Course information (maintained by Information Technology Center)

課程代碼 Course Number		課程名稱 Title in Chinese	國際人力資源管理研究	
英文名稱 Title in English	Special Topics on International Human Resource Management			
全/半年 Two/one semester	半年 One semester	必/選修 Required/ Elective	選修 Elective	
學分數 Credits	3	每週授課時數 Lecturing hours	3	
開課系級 Eligible Class standing	碩一 (First year graduate student)			
先修課程 Prerequisites	NA			
課程簡介 Course Description	<p>The course illustrates how successful human resource management must function in a competitive world. In particular, International Human Resource Management (IHRM) activities are placed in a global context, known differently from those conducted locally. It can be seen such as:</p> <ol style="list-style-type: none"><li>1. The composition of multi-cultural management teams, human resource policies and practices are globally operated;</li><li>2. Organizations utilizing their operations into social contexts with which they are unfamiliar or new;</li><li>3. Employees from different cultural backgrounds working together;</li><li>4. Managing expatriates with an emphasis on staff recruitment for international assignments, expat-preparation, re-entry training, and development are more complex than local businesses.</li></ol> <p>Packed with current examples that reflect the vibrancy of the international business field, this course offers a managerial approach that keeps an emphasis on international employment, compensation and benefits, talent management and repatriation from multi-cultural perspective. Among them, a critical evaluation of the effectiveness of</p>			

		<p>international deployment as well as current trends in IHRM will be addressed. After completion of this course, students shall be able:</p> <ol style="list-style-type: none"> <li>1. To recognize the complexity &amp; challenges of managing in multicultural and international contexts.</li> <li>2. To understand the impact of culture on work and human resource management.</li> <li>3. To communicate effectively on international human resource management issues.</li> <li>4. To address and apply conceptual issues related to implementation of international human resource management.</li> </ol>
<b>課程目標 Course Outcomes</b>		<b>對應系所核心能力</b> <b>Corresponding to the Departmental Core Goal</b>
1	Understand the implications of changes in the global organization of firms and the international workforce for HRM policy-making.	1-1 Sensibility to Global Human Capital 1-2 Knowledge of Organizational Strategy and Demand 1-3 Knowledge of Organization Structure and Cross-function within an Organization 1-4 Knowledge of Human Resource Theory and Practical Application 2-1 Abilities of Planning and Managing Human Resource Projects 2-3 Ability of Cross-cultural Communication
2	Have a detailed understanding of the key analytical concepts and models in international HRM.	1-2 Knowledge of Organizational Strategy and Demand 1-3 Knowledge of Organization Structure and Cross-function within an Organization 1-4 Knowledge of Human Resource Theory and Practical Application 2-1 Abilities of Planning and Managing Human Resource Projects 2-3 Ability of Cross-cultural Communication 3-1 Passion for Developing Human Resource Profession 3-3 Acuity and Compatibility for Cultural Differences
3		1-2 Knowledge of Organizational Strategy and Demand 1-3 Knowledge of Organization Structure and Cross-function within an Organization 1-4 Knowledge of Human Resource Theory and Practical Application

	Articulate the principal comparisons of the business and human resource systems in local and global contexts.	1-5 Knowledge of Organization Diagnosis, and Guidance and Counseling for Employees 2-1 Abilities of Planning and Managing Human Resource Projects 2-3 Ability of Cross-cultural Communication 3-1 Passion for Developing Human Resource Profession 3-3 Acuity and Compatibility for Cultural Differences 4-1 Job Integrity and Law-Abiding Spirit 4-3 Service Spirit
4	Assess the different approaches to and strategies for HRM in international business activities, and their impact on employees.	1-2 Knowledge of Organizational Strategy and Demand 1-3 Knowledge of Organization Structure and Cross-function within an Organization 1-4 Knowledge of Human Resource Theory and Practical Application 2-1 Abilities of Planning and Managing Human Resource Projects 2-3 Ability of Cross-cultural Communication 3-1 Passion for Developing Human Resource Profession 3-3 Acuity and Compatibility for Cultural Differences 4-1 Job Integrity and Law-Abiding Spirit 4-3 Service Spirit

## 二、教學大綱（任課教師可異動部分）

### II. General Syllabus (maintained by instructors each semester)

授課教師 Instructor(s)	鄭道有 Tao-Yu (DJ) Cheng
教學進度與主題（可說明每週進度） Schedule	
<p><b><u>Week 1</u></b></p> <p>1. Introduction to curriculum framework, progress, and score assessment</p> <p>2. The Internationalization of Human Resource Management (IHRM_#1)</p> <p><b><u>Week 2</u></b></p> <p>Strategic International Human Resource Management (IHRM_#2)</p> <p><b><u>Week 3</u></b></p> <p>1. Design and Structure of the Multinational Enterprise (IHRM_#3)</p> <p>2. Case study and discussion</p>	

**Week 4**

1. International Mergers and Acquisition, International Joint Ventures, and Alliances (IHRM\_#4)
2. Case study and discussion

**Week 5**

1. Country and Company Culture and International Human Resource Management (IHRM\_#5)
2. Case study and discussion

**Week 6**

1. Country and Company Culture and International Human Resource Management (IHRM\_#5)
2. Case study and discussion

**Week 7**

1. International Employment Law, Labor Standards, and Ethics (IHRM\_#6)
2. Case study and discussion

**Week 8**

1. International Employee Relations (IHRM\_#7)
2. Case study and discussion

**Week 9**

1. International Workforce Planning and Staffing (IHRM\_#8)
2. Case study and discussion
3. Mid-term test

**Week 10**

Sports Day (2017-11-17. Fri; No Class)

**Week 11**

1. International Recruitment, International Selection, and Repatriation(IHRM\_#9)
2. Case study and discussion

**Week 12**

1. International Training and Management Development (IHRM\_#10)
2. Case study and discussion

**Week 13**

1. International Compensation, Benefits, and Taxes (IHRM\_#11)
2. Case study and discussion

**Week 14**

1. International Employee Performance Management (IHRM\_#12)
2. Case study and discussion

**Week 15**

1. Well-being of the International Workforce, and International HRIS (IHRM\_#13)
2. Case study and discussion

**Week 16**

1. Comparative IHRM: Operating in Other Regions and Countries (IHRM\_#14)
2. Case study and discussion

**Week 17**

1. The IHRM Department, Professionalism, and Future Trends(IHRM\_#15)
2. Case study and discussion

**Week 18**

1. Case study and discussion
2. Final turn-in assignment

**教學方法 Lecturing Methodologies**

方式 Methods	說明 Notes
<input type="checkbox"/> 講述法 <input checked="" type="checkbox"/> Formal lecture	1. The course is designed to be both theoretical and experiential. 2. Important issues and trends in IHRM will be introduced.
<input type="checkbox"/> 討論法 <input checked="" type="checkbox"/> Group discussion	Students will discuss related issues and trends introduced by the instructor and research topics presented by fellow students.
<input type="checkbox"/> 問題解決教學 <input type="checkbox"/> Problem base learning	
<input type="checkbox"/> 合作學習 <input checked="" type="checkbox"/> Cooperative learning	Small teams will be established at the start of the semester to help facilitate case study and experience team work dynamics.
<input type="checkbox"/> 實驗/實作 <input type="checkbox"/> Lab/Studio	
<input type="checkbox"/> 實地考察、參訪 <input type="checkbox"/> Field work	
<input type="checkbox"/> 媒體融入教學 <input type="checkbox"/> Media, audio, visual materials	
<input type="checkbox"/> 專題研究 <input checked="" type="checkbox"/> Case studies	Students will carry out a research project relating to a current problem or implication in IHRM.
<input type="checkbox"/> 其他： <input type="checkbox"/> Other:	(please type in the methods applied but not provided in the above list)

**評量方法 Assessment Methodologies**

方式 Methods	百分比 Percentage	說明 Notes
<input type="checkbox"/> 作業 <input type="checkbox"/> Assignments		
<input type="checkbox"/> 期中考 <input checked="" type="checkbox"/> Midterm Exam	20%	1. Students are required to take the written test in-class.

		2. The mid-term exam will cover material for the first half of the class in details and important concepts from the first half of the class.
<input type="checkbox"/> 期末考 <input checked="" type="checkbox"/> Final exam	30%	Students are required to present the project orally in class and submit the completed written research report at the end of semester.
<input type="checkbox"/> 課堂討論參與 <input checked="" type="checkbox"/> Class discussion involvement	20%	Students are encouraged to actively participate in class discussions to enrich the learning.
<input type="checkbox"/> 出席 <input checked="" type="checkbox"/> Attendances	10%	Attendance is required.
<input type="checkbox"/> 報告 <input checked="" type="checkbox"/> Presentation	20%	Students are required to introduce and present assigned cases in class.
<input type="checkbox"/> 成果展覽 <input type="checkbox"/> Shows/ Exhibitions		
<input type="checkbox"/> 專題 <input type="checkbox"/> Case study reports		
<input type="checkbox"/> 其他： <input type="checkbox"/> other:		(please type in the methods applied but not provided in the above list)
<b>參考書目</b> <b>Required and Recommended Texts/Readings with References</b>	Tarique, I., Briscoe, D.R. and Schuler, R.S. (2016). <i>International Human Resource Management : Policies and Practices for Multinational Enterprise (5e)</i> , Oxford: Routledge. Noe, R.A., Hollenbeck, J.R., Gerhart, B. and Wright, P.M. (2016). <i>Human Resource Management, Gaining a competitive advantage (9e)</i> , New York: McGraw- Hill.	

Revised(修正版): 08/23/2017