

國立中山大學 111學年度第2學期 課程教學大綱

National Sun Yat-sen University 111Academic year Course syllabus

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|------------------------------|--------------------------------------------|--------------------------|------------------|
| 中文名稱 Course name(Chinese) | 組織與人力資源管理 | 課號 Course Code | EMBA935A |
| 英文名稱 Course name(English) | ORGANIZATION AND HUMAN RESOURCE MANAGEMENT | | |
| 課程類別 Type of the course | 講授類 | 必選修 Required/Selected | 必修 |
| 授課教師 Instructor | 林豪傑 | 系所 Dept./faculty | 管理學院高階經營碩士學程在職專班 |
| | | 學分 Credit | 2 |

因應嚴重特殊傳染性肺炎(武漢肺炎)，倘若後續需實施遠距授課，授課方式調整如下：

- 同步遠距【透過網路直播技術，同時進行線上教學，得採Microsoft Teams、Adobe connect等軟體進行】
- 同步遠距含錄影【透過網路直播技術，同時進行線上教學並同時錄影，課程內容可擇日再重播，得採Microsoft Teams、Adobe connect等軟體進行】
- 非同步遠距【課堂錄影或錄製數位教材放置網路供學生可非同時進行線上學習，得採EverCam、PPT簡報錄影、錄音方式進行】
- 實作類課程，經評估無法採遠距課程教學，後續復課後密集補課

★遠距教學軟體操作說明連結

因應嚴重特殊傳染性肺炎(武漢肺炎)，倘若後續需實施遠距授課，評分方式調整如下：

- 1.Participation and engagements : 50%
- 2.Individual reports : 50%

課程大綱 Course syllabus

本課程教學大綱已提供完整英文資訊（本選項僅供統計使用，未提供完整英文資訊者，得免勾記）【Provide information of course syllabus in English.(This is for statistical use only. For those who do not provide information of course syllabus in English, do not check this field.)】

This course will activate the collective wisdom in order to inspire individual thinking and develop a learning community. It will also help participants to understand the state-of-art issues and topics in the field of organization and human resource management.

透過群智眾享，以集體智慧啟發個人智慧，藉以建立學習社群，幫助學員了解最新的組織與人力資源管理議題及未來發展趨勢。

課程目標 Objectives

1. To help participants systematically understand the content of organization and human resource management. 幫助學員更有系統地瞭解組織與人力資源管理內涵。
2. To cultivate participants' mindset of human resource management from the strategic perspective. 從策略角度提升學員的人力資源管理思維與素養。
- 3.To help participants develop effective incentive management systems. 協助學員建立有效的誘因、薪酬與績效管理機制。
4. To help advance organizational capability and advantage through effect talent management. 透過有效的人才管理，提升組織能力與競爭力。
5. To clarify personal human resource management logic by integrating theory, practices, concepts and cases. 結合理論、實務、概念與案例，幫助學員釐清個人的人力資源管理邏輯。

授課方式 Teaching methods

Lecture, case discussion, and issue-oriented dialogue. 講授、議題與個案討論

評分方式〔評分標準及比例〕Evaluation (Criteria and ratio)等第制單科成績對照表 [letter grading reference](#)

- 1.1. Participation and engagements 出席、發言與互動：50%
- 2.2. Individual reports 個人作業(書面)：50%

參考書/教科書/閱讀文獻 Reference book/ textbook/ documents

〔請遵守智慧財產權觀念，不可非法影印。教師所提供之教材供學生本人自修學習使用，不得散播及做為商業用途〕

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Material prepared by the professor.

每週課程內容及預計進度 Weekly scheduled progress

週次 日期 授課內容及主題

| Week | Date | Content and topic |
|------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------|
| 1 | 2023/02/12~2023/02/18 | Course Introduction 課程簡介 |
| 2 | 2023/02/19~2023/02/25 | HR topics (I): Are employees always rational? 人力資源管理的核心內涵(I) – 人是理性的嗎? |
| 3 | 2023/02/26~2023/03/04 | HR topics (II): Do you often make wrong decisions? 人力資源管理的核心內涵(II) – 你常做錯誤的決策嗎? |
| 4 | 2023/03/05~2023/03/11 | HR topics (III): How to select right persons on board? 人力資源管理的核心內涵(III) – 你會識人嗎? 你常看錯人嗎? |
| 5 | 2023/03/12~2023/03/18 | HR topics (IV): Compensation management 人力資源管理的核心內涵(IV) – 薪資管理 |
| 6 | 2023/03/19~2023/03/25 | HR topics (V): Training and education 人力資源管理的核心內涵(V) – 教育訓練 |
| 7 | 2023/03/26~2023/04/01 | HR topics (VI): Organizational design and development 人力資源管理的核心內涵(VI) – 組織設計與發展 |
| 8 | 2023/04/02~2023/04/08 | HR professional (I): Strategic thinking and literacy 人力資源管理者的素養(I) – 策略思維與修為 |
| 9 | 2023/04/09~2023/04/15 | HR professional (II): Communication 人力資源管理者的素養(II) – 溝通 |
| 10 | 2023/04/16~2023/04/22 | HR professional (III): Team dynamics 人力資源管理者的素養(III) – 團隊動態 |
| 11 | 2023/04/23~2023/04/29 | HR professional (IV): Culture-strategy-execution trio 人力資源管理者的素養(IV) – 文化-策略-執行三環鏈 |
| 12 | 2023/04/30~2023/05/06 | Talent management and high-performance organization (I): The myth and breakthrough of talent management 人才管理與高績效組織(I) – 人才管理的迷思與突破 |
| 13 | 2023/05/07~2023/05/13 | Talent management and high-performance organization (II): The implicit norm of systematic thinking 人才管理與高績效組織(II) – 系統思維與四大心法 |
| 14 | 2023/05/14~2023/05/20 | Talent management and high-performance organization (III): Develop a high-performance org. 人才管理與高績效組織(III) – 建設高績效組織 |
| 15 | 2023/05/21~2023/05/27 | Talent management and high-performance organization (IV): Effective performance management 人才管理與高績效組織(IV) – 有效的績效管理 |
| 16 | 2023/05/28~2023/06/03 | Term project presentation 期末報告 |
| 17 | 2023/06/04~2023/06/10 | Group consultation 分組諮詢與輔導 (I) |
| 18 | 2023/06/11~2023/06/17 | Group consultation 分組諮詢與輔導 (II) |

課業討論時間 Office hours

時段1 Time period 1:
 時間 Time : 星期一16:00-18:00
 地點 Office/Laboratory : 管4063
 時段2 Time period 2 :
 時間 Time : 星期二16:00-18:00
 地點 Office/Laboratory : 管4063

系所學生專業能力/全校學生基本素養與核心能力 basic disciplines and core capabilities of the department and the university

| 系所學生專業能力/全校學生基本素養與核心能力 basic disciplines and core capabilities of the department and the university | 課堂活動與評量方式 Class activities and evaluation | | | | | | | | | | |
|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------|------------------|--------------------------------------------------|-----------------------------------------------------------------------------|------------------------------------------------------------------------|-----------------------------------------|------------------------------------|--------------------------------------------------|-------------------|-------------------------------------------------------------------------------------|--------------------------|
| | 本課程欲培養之能力與素養 This course enables students to achieve. | 紙筆考試或測驗 Test. | 課堂討論(含個案討論) Group discussion (case analysis). | 個人書面報告、作業、作品、實驗 Individual paper report/ assignment/ work or experiment. | 群組書面報告、作業、作品、實驗 Group paper report/ assignment/ work or experiment. | 個人口頭報告 Individual oral presentation. | 群組口頭報告 Group oral presentation. | 課程規劃之校外參訪及實習 Off-campus visit and internship. | 證照/檢定 License. | 參與課程規劃之校內外活動及競賽 Participate in off-campus/on-campus activities and competitions. | 課外閱讀 Outside reading. |
| ※系所學生專業能力 Basic disciplines and core capabilities of the department | | | | | | | | | | | |
| 1.瞭解國際管理新知 1. Exploring updated knowledge of International Business. | V | | V | V | | | | | | | |
| 2.高階經營人才的再培育 2. Re-educating senior working professionals. | V | | V | | | | | | | | |
| 3.新觀念的刺激與新思維的訓練 3. Training the professionals for new ideas. | V | | V | V | | | | | | | |
| 4.跨行業交流互動與團隊友 | | | | | | | | | | | |

