

國立中山大學 112學年度第2學期 課程教學大綱					
National Sun Yat-sen University 112Academic year Course syllabus					
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	系所 Dept./faculty	管理學院高階經營碩士學程在職專班
授課教師 Instructor	王豫萱陳世哲			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：					
<input type="checkbox"/> 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】 <input type="checkbox"/> 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】 <input type="checkbox"/> 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】 <input type="checkbox"/> 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：					
尚未建立傳染性肺炎(武漢肺炎)課程評分方式〔評分標準及比例〕					
課程大綱 Course syllabus					
<input type="checkbox"/> 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.)】 人力資源管理重要嗎？每家公司真的都將員工視為重要的資產？業界的做法到底跟學術上的發現是否吻合？學術跟實務真的有落差嗎？本課程將探討目前學術上的最新研究成果與國內外發展趨勢，來協助 EMBA 同學了解組織理論與人力資源管理。 Why is human resource management important? Does every company treat employees as important assets? Do the industry's practices be similar to academic research findings? This course will discuss the latest research results and development trends in Taiwanese and international companies by sharing the wisdom from different perspectives to help EMBA students understand organizational and human resource management theories.					
課程目標 Objectives					
協助學生將其業界知識與管理理論結合，並嘗試破解一些管理實務上常見的迷思，透過教師與 EMBA 同學互動交流過程，來學習目前有哪些人才管理的措施，能提升員工工作投入與為企業留才。 This course will help students integrate their industry knowledge with management theories and try to dispel some common myths in practices. This course will also clarify current talent management strategies for increasing employee engagement and reducing turnover rates through interaction between teachers and students.					
授課方式 Teaching methods					
以教師講授、搭配個案討論、業界實務探討、以及邀請具有實際業界高階人資長經驗者到校分享，以強化並整合 EMBA 同學之學理與實務基礎。 Including lectures, case discussions, HR practices benchmark, experts' speeches, and conduct final reports in real companies to increase the theoretical and practical integration.					
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 <a href="#">letter grading reference</a>					
1.出席、發言與互動 Participation and engagements：50% 2.個人作業 Individual assignment：20% 3.小組報告 Group report：30%					
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〕 No copies for intellectual property rights. Textbooks provided by the instructor used only for self-study, can not broadcast or commercial use					
教師自編講義及指定閱讀文獻 Please refer to the additional course reading list.					
彈性暨自主學習規劃 Alternative learning periods					
本門課程是否有規劃實施學生彈性或自主學習內容(每1學分2小時) Is any alternative learning periods planned for this course (with each credit corresponding to two hours of activity)? <input type="checkbox"/> 否：教師需於「每週課程內容及預計進度」填寫18週課程進度(每1學分18小時之正課內容)。 No:The instructor will include an 18-week course plan in the weekly scheduled progress (each credit corresponds to 18 hours of instruction) <input checked="" type="checkbox"/> 是：教師需於「每週課程內容及預計進度」填寫16週課程內容(每1學分16小時之正課內容)，並於下列欄位填寫每1學分2小時學生彈性或自主學習內容。 Yes:The instructor will include a 16-week course plan in the weekly scheduled progress (each credit corresponds to 16 hours of instruction);					

the details of the planned alternative learning periods are provided below (each credit corresponds to two hours of activity).

本門課程規劃學生彈性或自主學習內容（每1學分2小時）：

Alternative learning periods planned for the course (each credit corresponds to two hours of activity):

學生彈性或自主學習活動 Alternative learning periods	勾選或填寫規劃內容 Place a check in the appropriate box or provide details	時數 Number of hours
學生分組實作及討論 Group work and discussion	<input type="checkbox"/>	
參與課程相關作業、作品、實驗 Participation in course-related assignments, work, or experiments	<input type="checkbox"/>	
參與校內外活動（研習營、工作坊、參訪）或競賽 Participation in on- or off-campus activities (e.g., seminars, workshops, and visits) or competitions	<input type="checkbox"/>	
課外閱讀 Extracurricular reading	<input checked="" type="checkbox"/> 閱讀相關參考書目 Read reference materials	6
線上數位教材學習 Learning with online digital learning materials	<input type="checkbox"/>	
其他（請填寫規劃內容） Other (please provide details)	<input type="checkbox"/>	

每週課程內容及預計進度 Weekly scheduled progress

週次 Week	日期 Date	授課內容及主題 Content and topic
1	2024/02/18~2024/02/24	課程簡介 Course Overview
2	2024/02/25~2024/03/02	組織設計 Organizational design
3	2024/03/03~2024/03/09	組織文化 Organizational culture
4	2024/03/10~2024/03/16	工作設計與工作分析 Job design and analysis
5	2024/03/17~2024/03/23	招募與甄選 Recruitment and selection
6	2024/03/24~2024/03/30	績效管理 Performance management
7	2024/03/31~2024/04/06	教育訓練與人才發展 Training and talent development
8	2024/04/07~2024/04/13	薪酬與福利 Compensation and benefit
9	2024/04/14~2024/04/20	員工職涯發展 Employee career development
10	2024/04/21~2024/04/27	員工協助方案 Employee Assistance Programs (EAP)
11	2024/04/28~2024/05/04	高績效工作系統 High performance work system (HPWS) (1)
12	2024/05/05~2024/05/11	高績效工作系統 High performance work system (HPWS) (2)
13	2024/05/12~2024/05/18	企業倫理 Business ethics
14	2024/05/19~2024/05/25	組織變革與創新 Organizational change and innovation
15	2024/05/26~2024/06/01	勞資與員工關係 Industrial and employment relations
16	2024/06/02~2024/06/08	人力資源數據分析 People analytics
17	2024/06/09~2024/06/15	小組期末報告 Group project presentation (1)
18	2024/06/16~2024/06/22	小組期末報告 Group project presentation (2)

課業討論時間 Office hours

時段1 Time period 1: 時間 Time：星期四15:00~ 17:00 地點 Office/Laboratory：4075-1 時段2 Time period 2： 時間 Time：星期五15:00~ 17:00 地點 Office/Laboratory：4075-1
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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.	個人書面報告、作業、作品、實驗 Individual Group paper rep	群組書面報告、作業、作品、實驗 Group 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 intership.	課程規劃之校外參訪及實習 Off-campus visit and intership.	證照/檢定 License.	參與課程規劃之校外活動及競賽 Participate in off-campus/on-campus activities and competitions.

※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.											
2.高階經營人才的再培育 2. Re-educating senior working professionals.	V		V		V	V					
3.新觀念的刺激與新思維的訓練 3. Training the professionals for new ideas.											
4.跨行業交流互動與團隊友誼之建立 4. Creating a network for crossover cooperation and friendship.	V		V		V		V				
5.全球化的訓練與視野 5. Developing the global mindset of each professional.											
6.多元化的學習 6. Providing pluralistic approaches to learning.	V		V		V	V	V				
※全校學生基本素養與核心能力 Basic disciplines and core capabilities of the university											
1.表達與溝通能力。 1. Articulation and communication skills	V		V		V	V	V				
2.探究與批判思考能力。 2. Inquisitive and critical thinking abilities											
3.終身學習能力。 3. Lifelong learning											
4.倫理與社會責任。 4. Ethnics and social responsibility											
5.美感品味。 5. Aesthetic appreciation											
6.創造力。 6. Creativity											
7.全球視野。 7. Global perspective											
8.合作與領導能力。 8. Team work and leadership	V		V		V	V	V				

9.山海胸襟與自然情懷。 9. Broad-mindedness and the embrace of nature																				
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本課程與SDGs相關項目：The course relates to SDGs items:

- SDG1-消除貧窮(No Poverty)
- SDG2-消除飢餓 (Zero Hunger)
- SDG3-良好健康與福祉(Good Health and Well-being)
- SDG4-教育品質(Quality Education)
- SDG5-性別平等(Gender Equality)
- SDG6-乾淨水源與公共衛生(Clean Water and Sanitation)
- SDG7-可負擔乾淨能源(Affordable and Clean Energy)
- SDG8-優質工作與經濟成長(Decent Work and Economic Growth)
- SDG9-工業、創新和基礎建設(Industry,Innovation and Infrastructure)
- SDG10-減少不平等(Reduced Inequalities)
- SDG11-永續城市(Sustainable Cities and Communities)
- SDG12-責任消費與生產(Responsible Consumption and Production)
- SDG13-氣候行動(Climate Action)
- SDG14-海洋生態(Life Below Water)
- SDG15-陸域生態(Life on Land)
- SDG16-和平、正義和穩健的制度(Peace,Justice And Strong Institutions)
- SDG17-促進目標實現的全球夥伴關係(Partnership for the Goals)
- 本課程和SDGS無關

本課程校外實習資訊: This course is relevant to internship:

本課程包含校外實習（本選項僅供統計使用，無校外實習者，得免勾記）  
The course includes internship.(For statistical use only. If the course without internship, please ignore this item.)

實習定義：規劃具有學分或時數之必修或選修課程，且安排學生進行實務與理論課程實習，於實習終了取得考核證明繳回學校後，始得獲得學分；或滿足畢業條件者。（一般校內實習請勿勾選此欄位）

Internship: The required or elective courses should include credits and learning hours. Students should participate in the corporative company or institution to practice and learn the real skills. An internship certification must be handed in at the end of internship to get the credits or to fulfil the graduation requirements.

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