

國立中山大學 114學年度第2學期 課程教學大綱

National Sun Yat-sen University 114Academic 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	謝慧賢 陳世哲			學分 Credit	2

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.)】

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.

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 letter grading reference

- 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

序號	作者	書名	出版社	出版年	出版地	ISBN#
No.	Author	Title	Publisher	Year of publish	Publisher place	ISBN#
1		教師自編講義及指定閱讀文獻 Please refer to the additional course reading list.				

課程時數規劃 Course Hour Planning

本校自114學年度起實施學期16週，課程（含期末考試）應於16週內完成。學分之計算仍以1學分18小時為原則。教師課程時數安排得選擇「16週+自主學習規劃」或「16週+實體上課規劃」。

Starting from the 114th academic year, the university will implement a 16-week course schedule, and all courses (including final examinations) must be completed within this 16-week time frame while maintaining the standard of 18 hours of instruction per credit. Instructors can choose between "16-weeks + Alternative learning periods" or "16-weeks +

In-person classes.”

本門課程為「16週+自主學習規劃」：教師需於「A.每週課程內容及預計進度」欄位填寫16週課程進度，並於「B.自主學習規劃」欄位填寫每1學分2小時學生自主學習內容。

16 weeks + alternative learning periods: The instructor will include a 16-week course plan in the weekly scheduled progress section(16 hours of instruction per credit) and provide details of the learning plan (two hours of activity per credit) in the alternative learning period section.

本門課程為「16週+實體上課規劃」：教師需於「A.每週課程內容及預計進度」欄位填寫16週課程進度，並於「C.實體上課規劃」填寫2次授課內容及主題，且於學期16週內完成。

16 weeks + in-person classes: The instructor will include a 16-week course plan in the weekly scheduled progress section (16 hours of instruction per credit) and specify the content and topics of the 2 in-person classes in the in-person class plan section, and must be completed within this 16-week time frame.

A.每週課程內容及預計進度 Weekly scheduled progress

全英課程之授課內容及主題應以英文或雙語呈現

For courses taught entirely in English, the content and topics should be presented in English or bilingually.

週次	日期	授課內容及主題
Week	Date	Content and topic
1	2026/02/22~2026/02/28	課程簡介
2	2026/03/01~2026/03/07	從歷史看領導 1
3	2026/03/08~2026/03/14	從歷史看領導 2
4	2026/03/15~2026/03/21	從歷史看領導 3
5	2026/03/22~2026/03/28	團體決策 1
6	2026/03/29~2026/04/04	團體決策 2
7	2026/04/05~2026/04/11	團體決策 3
8	2026/04/12~2026/04/18	薪資管理的迷思 1
9	2026/04/19~2026/04/25	薪資管理的迷思 2
10	2026/04/26~2026/05/02	薪資管理的迷思 3
11	2026/05/03~2026/05/09	績效管理 1
12	2026/05/10~2026/05/16	績效管理 2
13	2026/05/17~2026/05/23	人才發展 1
14	2026/05/24~2026/05/30	人才發展 2
15	2026/05/31~2026/06/06	小組期末報告 Group project presentation 1
16	2026/06/07~2026/06/13	小組期末報告 Group project presentation 2

B.自主學習規劃 Alternative learning periods

課程規劃學生自主學習內容（每1學分2小時）

Alternative learning periods planned for the course (with each credit corresponding 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"/>	4
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"/>	

C.實體上課規劃 In-Person Class Plan

若無規劃學生自主學習，則請教師規劃2次實體上課(每1學分2小時)，應於學期16週內完成實體上課（含期末考試），實體上課時間由師生自行討論，得利用週三下午4-7點或其他時段進行。

If there are no alternative learning periods planned for the course, the instructor should plan 2 in-person classes (2 hours of activity per credit).in-person class must be completed within this 16-week time frame(including final examinations). In-person Class schedules can be arranged through discussions between instructors and students, utilizing Wednesday 4:00PM-7:00PM or other suitable time slots.

* 第一次實體上課內容及主題 (Content and topic for the first In-Person class) :

* 第二次實體上課內容及主題 (Content and topic for the second In-Person class) :

課業討論時間 Office hours

