

## 100-2 大葉大學 完整版課綱

### 基本資訊

課程名稱	國際人力資源管理研討	科目序號 / 代號	1369 / MDR5125
開課系所	管理學院博士班	學制 / 班級	研究所博士班1年1班
任課教師	楊豐華	專兼任別	專任
必選修 / 學分數	選修 / 3	畢業班 / 非畢業班	非畢業班
上課時段 / 地點	(二)ABC / B101	授課語言別	中文

### 課程簡介

#### A.管理學院博士班之教育目標：

- 1.提供多元管理知識平台，深化管理研究素養
- 2.強化國際管理學術競爭能力

#### B.管理學院博士班之核心能力為四大構面(SCEP)：

- 1.S-解決問題能力 (洞析力、決策力、執行力)
- 2.C-溝通能力 (傾聽能力、表達能力)
- 3.E-倫理觀 (社會倫理、企業倫理、研究倫理)
- 4.P-專業能力 (管理能力-強調商管知識與技能、研究能力-強調商管研究專業)

#### C.管理學院博士班之發展特色：

- 1.商管學術多元化
- 2.學術發表國際化

#### 本課程目標：

根據管理學院博士班之教育目標(A1、A2)及發展特色(C1)，本課程之設計目的主要在利用國際人力資源管理相關期刊論文，培養學生研讀與分析批判之基礎能力(B1、B2)，並經由老師所教導有關人力資源管理知識與研究的新觀點，除了使學生具備完整系統性的思考邏輯概念之外，也能將所學應用於研究領域(B4)，同時注入企業倫理的觀點(B3)，以迎接學術研究國際化的挑戰。

本課程採用循序漸進的授課方式，帶領學生學習理論基礎，強化國際人力資源管理專業能力，引導學生進入相關研究領域，以進入國際學術研究舞台。

本課程為單學期，學習者需有課程嚴謹密集之心理準備。

### 課程大綱

- 1,2: Subramony, M. (2006). Why organizations adopt some human resource practices and reject others: An exploration of rationales. *Human Resource Management*, 45(2), 195-210.
- 3,4: Scott, B. A. & Barnes, C. M. (2011). A multilevel field investigation of emotional labor, affect, work withdrawal, and gender. *Academy of Management Review*, 54(1), 116-136.
- 5,6: Sparrow, P. R. (2007). Globalization of HR at function level: four UK-based case studies of the international recruitment and selection process. *The International Journal of Human Resource Management*, 18(5), 845-867.
- 7: Dany, F., Guedri, Z. & Hatt, F. (2008). New insights into the link between HRM integration and organizational

performance: the moderating role of influence distribution between HRM specialists and line managers. *The International Journal of Human Resource*

8,9: Tepper, B. J., Moss, S. E., & Duffy, M. K. (2011). Predictors of abusive supervision: Supervisor perceptions of deep-level dissimilarity, relationship conflict, and subordinate performance. *Academy of Management Journal*, 54(2), 279-294.

10,11,12: Hagan, C. M., Konopaske, R., Bernardin, H. J., & Tyler, C. L. (2006). Predicting assessment center performance with 360-degree, top-down, and customer-based competency assessments. *Human Resource Management*, 45(3), 357-390.

13,14: Zellmer-Bruhn, M. & Gibson, C. (2006). Multinational organization context: Implications for team learning and performance. *Academy of Management Journal*, 49(3), 501-518.




15,16: Gong, Y., Huang, J. C., & Farh, J. I. (2009). Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. *Academy of Management Journal*, 52(4), 765-778.

17: McNabb, R. & Whitfield, K. (2007). The impact of varying types of performance-related pay and employee participation on earnings. *The International Journal of Human Resource Management*, 18(6), 1004-1025.

## 基本能力或先修課程

研究方法 & 人力資源管理

## 課程與系所基本素養及核心能力之關連

-  培養學生具備獨立研究專業教學與管理整合能力
-  推動學生具備跨領域研究與產業應用能力
-  強化學生具備參與國際性會議之能力

## 教學計畫表

系所核心能力	權重(%) 【A】	檢核能力指標(績效指標)	教學策略	評量方法及配分 權重	核心能力 學習成績 【B】	期末學習 成績 【C=B*A 】
培養學生具備獨立研究專業教學與管理整合能力	60%	具備擔任大專院校商管領域教師或組織機構專業高階人員之資格	講述法 小組討論 個案討論 學生上台報告	期中考: 20% 期末考: 20% 課堂討論: 10% 課程參與度: 10% 口頭報告: 20% 書面報告: 20%	加總: 100	60
推動學生具備跨領域研究與產業應用能力	20%	招收不同領域的研究生 開設跨領域課程 鼓勵跨領域研究論文 鼓勵產業實證分析之研究	講述法 小組討論 個案討論 學生上台報告	期中考: 20% 期末考: 20% 課堂討論: 10% 課程參與度: 10% 口頭報告: 20% 書面報告: 20%	加總: 100	20

強化學生具備參與國際性會議之能力	20%	具備撰寫國際學術論文之專業能力 具備參與國際性產業會議發表與論述能力	講述法 小組討論 個案討論 學生上台報告	課堂討論: 20% 課程參與度: 20% 口頭報告: 30% 書面報告: 30%	加總: 100	20
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### 成績稽核

口頭報告: 22%  
書面報告: 22%  
期中考: 16%  
期末考: 16%  
課堂討論: 12%  
課程參與度: 12%

### 教科書(尊重智慧財產權, 請用正版教科書, 勿非法影印他人著作)

書名	作者	譯者	出版社	出版年
人力資源管理	謝安田		著者發行	2008
International expansion through start - up or acquisition: a learning perspective	2. Barkema, H. G., & Vermeulen, F.		Academy of Management Journal(AOM)	1998
Academy of Management Journal	AOM			2008

### 參考教材及專業期刊導讀(尊重智慧財產權, 請用正版教科書, 勿非法影印他人著作)

書名	作者	譯者	出版社	出版年
Work - unit absenteeism: effects of satisfaction, commitment, labor market conditions, and time. Academy of Management Journal, 51(6), 1223 - 1245.	Hausknecht, J. P. & Hiller, N. J. & Vance, R. J.		Academy of Management Journal,(AOM)	2008
EXAMINING THE EFFECTS OF SLEEP DEPRIVATION ON WORKPLACE DEVIANCE: A SELF - REGULATORY PERSPECTIVE	Christian, M. S., Ellis, A. P.J.		Academy of Management Journal	2011

AN EMPLOYMENT SYSTEMS APPROACH TO TURNOVER: HUMAN RESOURCES PRACTICES, QUILTS, DISMISSALS, AND PERFORMANCE	Batt, R., Colvin, A. J. S.	Academy of Management Journal	2011
BEYOND TEAM TYPES AND TAXONOMIES: A DIMENSIONAL SCALING CONCEPTUALIZATION FOR TEAM DESCRIPTION	Hollenbeck, J. R., Beersma, B., Schouten, M. E.	Academy of Management Review	2012

上課進度		分配時數(%)				
週次	教學內容	講授	示範	習作	實驗	其他
1	Barkema, H. G., & Vermeulen, F. (1998). International expansion through start-up or acquisition: a learning perspective. <i>Academy of Management Journal</i> , 41(1), 7-26.	100				
1	Barkema, H. G., & Vermeulen, F. (1998). International expansion through start-up or acquisition: a learning perspective. <i>Academy of Management Journal</i> , 41(1), 7-26.	100				
2	Subramony, M. (2006). Why organizations adopt some human resource practices and reject others: An exploration of rationales. <i>Human Resource Management</i> , 45(2), 195-210.	100				
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3	Kulik, C. T. & Roberson, L., & Perry, E. L. (2007). The multiple-category problem: Category activation and inhibition in the hiring process. <i>Academy of Management Review</i> , 32(2), 529-548.	100				
3	Kulik, C. T. & Roberson, L., & Perry, E. L. (2007). The multiple-category problem: Category activation and inhibition in the hiring process. <i>Academy of Management Review</i> , 32(2), 529-548.	100				
4	Kulik, C. T. & Roberson, L., & Perry, E. L. (2007). The multiple-category problem: Category activation and inhibition in the hiring process. <i>Academy of Management Review</i> , 32(2), 529-548.	100				

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5	Sparrow, P. R. (2007). Globalization of HR at function level: four UK-based case studies of the international recruitment and selection process. <i>The International Journal of Human Resource Management</i> , 18(5), 845-867.	100	
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6	Sparrow, P. R. (2007).Sparrow, P. R. (2007). Globalization of HR at function level: four UK-based case studies of the international recruitment and selection process. <i>The International Journal of Human Resource Management</i> , 18(5), 845-867.	100	
6	Sparrow, P. R. (2007).Sparrow, P. R. (2007). Globalization of HR at function level: four UK-based case studies of the international recruitment and selection process. <i>The International Journal of Human Resource Management</i> , 18(5), 845-867.	100	
7	Dany, F., Guedri, Z. & Hatt, F. (2008). New insights into the link between HRM integration and organizational performance: the moderating role of influence distribution between HRM specialists and line managers. <i>The International Journal of Human Resource</i>	100	
7	Dany, F., Guedri, Z. & Hatt, F. (2008). New insights into the link between HRM integration and organizational performance: the moderating role of influence distribution between HRM specialists and line managers. <i>The International Journal of Human Resource</i>	100	
8	Broschak, J. P. & Davis-Blake, A. (2006). Mixing standard work and nonstandard deals: The consequences of heterogeneity in employment arrangement. <i>Academy of Management Journal</i> , 49(2), 371-393. 期中考	50	50
8	Broschak, J. P. & Davis-Blake, A. (2006). Mixing standard work and nonstandard deals: The consequences of heterogeneity in employment arrangement. <i>Academy of Management Journal</i> , 49(2), 371-393. 期中考	50	50
9	Broschak, J. P. & Davis-Blake, A. (2006). Mixing standard work and nonstandard deals: The consequences of heterogeneity in employment arrangement. <i>Academy of Management Journal</i> , 49(2), 371-393.	100	

- 9 Broschak, J. P. & Davis-Blake, A. (2006). Mixing standard work 100  
and nonstandard deals: The consequences of heterogeneity in  
employment arrangement. *Academy of Management Journal*,  
49(2), 371-393.
- 10 Hagan, C. M., Konopaske, R., Bernardin, H. J., & Tyler, C. L. 100  
(2006). Predicting assessment center performance with  
360-degree, top-down, and customer-based competency  
assessments. *Human Resource Management*, 45(3), 357-390.
- 10 Hagan, C. M., Konopaske, R., Bernardin, H. J., & Tyler, C. L. 100  
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- 11 Hagan, C. M., Konopaske, R., Bernardin, H. J., & Tyler, C. L. 100  
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- 13 Zellmer-Bruhn, M. & Gibson, C. (2006). Multinational 100  
organization context: Implications for team learning and  
performance. *Academy of Management Journal*, 49(3),  
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performance. *Academy of Management Journal*, 49(3),  
501-518.
- 14 Zellmer-Bruhn, M. & Gibson, C. (2006). Multinational 100  
organization context: Implications for team learning and  
performance. *Academy of Management Journal*, 49(3),  
501-518.
- 14 Zellmer-Bruhn, M. & Gibson, C. (2006). Multinational 100  
organization context: Implications for team learning and  
performance. *Academy of Management Journal*, 49(3),  
501-518.

15	Cadsby, C. B., Song, F., Tapon, F. (2007). Sorting and incentive effects of pay for performance: An experimental investigation. <i>Academy of Management Journal</i> , 50(2), 387-405.	100	
15	Cadsby, C. B., Song, F., Tapon, F. (2007). Sorting and incentive effects of pay for performance: An experimental investigation. <i>Academy of Management Journal</i> , 50(2), 387-405.	100	
16	Cadsby, C. B., Song, F., Tapon, F. (2007). Sorting and incentive effects of pay for performance: An experimental investigation. <i>Academy of Management Journal</i> , 50(2), 387-405.	100	
16	Cadsby, C. B., Song, F., Tapon, F. (2007). Sorting and incentive effects of pay for performance: An experimental investigation. <i>Academy of Management Journal</i> , 50(2), 387-405.	100	
17	McNabb, R. & Whitfield, K. (2007). The impact of varying types of performance-related pay and employee participation on earnings. <i>The International Journal of Human Resource Management</i> , 18(6), 1004-1025.	50	50
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18	Summer Vacation		100
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