

97-2 大葉大學 完整版課綱

基本資訊

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| 課程名稱 | 國際人力資源管理研討 | 科目序號 / 代號 | 1670 / 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 | 毛筱艷 | 專兼任別 | 兼任 |
| 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)567 / B305 | 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 Management, 18(6), 1004-1025.

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

成績稽核

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 |
|--------|----|----|-----|-----|
| 無參考教科書 | | | | |

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 |
|--------------|----|----|-----|-----|
| 無參考教材及專業期刊導讀 | | | | |

| 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 | Subramony, M. (2006). Why organizations adopt some human resource practices and reject others: An exploration of rationales. Human Resource Management, 45(2), 195-210. | 70 | | | | 30 |
| 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. | 70 | | | | 30 |

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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. | 70 | 30 |
| 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. | 70 | 30 |
| 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. | 70 | 30 |
| 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. | 70 | 30 |
| 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> | 70 | 30 |
| 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. | 70 | 30 |
| 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. | 70 | 30 |
| 10 | 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. <i>Human Resource Management</i> , 45(3), 357-390. | 70 | 30 |
| 11 | 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. <i>Human Resource Management</i> , 45(3), 357-390. | 70 | 30 |
| 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. <i>Human Resource Management</i> , 45(3), 357-390. | 70 | 30 |
| 13 | Zellmer-Bruhn, M. & Gibson, C. (2006). Multinational organization context: Implications for team learning and performance. <i>Academy of Management Journal</i> , 49(3), 501-518. | 70 | 30 |

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| 14 | Zellmer-Bruhn, M. & Gibson, C. (2006). Multinational organization context: Implications for team learning and performance. <i>Academy of Management Journal</i> , 49(3), 501-518. | 70 | 30 |
| 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. | 70 | 30 |
| 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. | 70 | 30 |
| 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. | 70 | 30 |