

100-2 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	國際人力資源管理研討	Serial No. / ID	1369 / MDR5125
Dept.	管理學院博士班	School System / Class	研究所博士班1年1班
Lecturer	楊豐華	Full or Part-time	專任
Required / Credit	Optinal / 3	Graduate Class	No
Time / Place	(二)ABC / B101	Language	Chinese

Introduction
<p>This course aims at the cultivation of learners ' basic abilities to analyze and appreciate the logics and insights of scholarly journal articles in the discipline of International Human Resources Management. Through the introduction and instruction from the teacher, knowledge and new perspectives toward international human resources management are learned from article reviewing, discussion and report-writing before, in-and-after class meeting. In addition to the training of learners to think logically and systematically, the ability to apply theories and knowledge to practice is also enhanced.</p>

Outline
<p>1,2: 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.</p> <p>3,4: Scott, B. A. & Barnes, C. M. (2011). A multilevel field investigation of emotional labor, affect, work withdrawal, and gender. <i>Academy of Management Review</i>, 54(1), 116-136.</p> <p>5,6: 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.</p> <p>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></p> <p>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. <i>Academy of Management Journal</i>, 54(2), 279-294.</p> <p>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. <i>Human Resource Management</i>, 45(3), 357-390.</p> <p>13,14: 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.</p> <p>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. <i>Academy of Management Journal</i>, 52(4), 765-778.</p> <p>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.</p>

Prerequisite

Research method & Human resource management