

99-1 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	勞務與人力派遣管理	Serial No. / ID	1480 / IRM3111
Dept.	人力資源暨公共關係學系	School System / Class	大學日間部3年1班
Lecturer	張秋蘭	Full or Part-time	專任
Required / Credit	Optinal / 3	Graduate Class	No
Time / Place	(三)34 / B309 (四)6 / B309	Language	Chinese

Introduction
<p>This course focus on the tactic firm can use to remedy a labor shortage is to arrange for external, or outsourced, workers to produced firm goods and service. Contingency recruiting agency is a type of employment agency used by employers with payment made a flat fee or percentage of the new hire ' s first-year salary and only paid if the search is successful. By using outsourcing, public employment agency et.al, a form of organizational flexibility will adjust workforce smoothly.</p>

Outline
<ol style="list-style-type: none"> 1. organizational restructuring and down sizing 2. outsourcing 3. contingency firms 4. Contingency recruiting agency 5. Professional employee organizations 6. public employment agency 7. on-demand recruiting services 8. contingent employees and management 9. compensation for contingency employees 10. Employment agencies in Taiwan 11. Employment agencies in Japan 12. Employment agencies in America 13. Employment agencies in Minland China 14. Contingent labor market and labor management

Prerequisite
<p>Human resource management Organizational behavior Labor law Recruitment and Selection management</p>