

## 99-1 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	策略性人力資源管理	Serial No. / ID	2736 / GMN5304
Dept.	管理學院碩士在職專班	School System / Class	碩士在職專班1年1班
Lecturer	童惠玲	Full or Part-time	專任
Required / Credit	Optinal / 3	Graduate Class	No
Time / Place	(一)ABC / B002	Language	Chinese

Introduction
<p>The objective of this course is to explore the role of human resource management (HRM) as a strategic element of organizations. It aims to better understand how firms can use their HRM practices to facilitate individual and organizational performance, and focuses more on the “ macro ” level of managing people. This course explores the strategic objectives of HRM, the impacts of HRM systems on organizational effectiveness, the contextual factors that influence the HRM-performance linkages, and strategic HRM in the age of globalization. Students are expected to gain a better understanding of current trends and challenges in the field of strategic HRM.</p>

Outline
<p>1.Lecture</p> <p>2.Team presentation</p> <p>Students are organized to be several 3- or 4-person teams. (The number of team members may be adjusted depending upon the number of enrolled students). During the class meeting, the in-charge team makes presentation that is scheduled to be no more than 30 minutes. After the presentation, this team should also propose 2 to 3 related questions for class discussion.</p> <p>3.Class discussion</p> <p>The quality of the course is highly dependent upon the quality of class discussion. Students are encouraged to participate as much as they can. In order to foster a learning environment in which students learn from each other, please be prepared before coming to the class.</p>

Prerequisite
Human Resource Management