

99-2 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	人力資源管理專題研討	Serial No. / ID	1545 / MDR5120
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	(一)ABC / B003-1	Language	Chinese

Introduction
<p>This course introduces the theory of Human Resource Management and global HR issues. Students will learn areas including recruitment and selection, training and development, re-entry and career issues, and trends and future challenges for IHRM.</p> <p>This course emphasizes society quotient (SQ) that includes problem-solving, communication, ethics and profession. This course uses lecture to strengthen students ' professional knowledge ability and paper report to improve students ' probing and research ability. This course also improves students ' social intelligence ability by upgrading team cohesion and listening presentation from others. The business ethics is emphasized in this course.</p>

Outline
<p>1 : Chapter 1 The Nature and Role of HRM Chapter 2 The Revolution of HRM Chapter 3 The Organization and Function of HRM</p> <p>2 : Chapter 4 Circumstance and HRM Chapter5 HRM Plan</p> <p>3 : Chapter 6 Work Design and Recruitment Chapter 7 Selection of Employees</p> <p>4 : Chapter 9 Career and Development Chapter 10 Capacity Development of Employees</p> <p>5 : Chapter 12 Performance Appraisal Chapter 14 Compensation</p> <p>6 : Chapter 15 Welfare and Service of Employees Chapter 17 Welfare and Service of Employees</p> <p>7 : Chapter 18 IHRM and Business Ethics</p> <p>8 : Mid-term Exam</p> <p>9 : Wong, Y. T., Wong, S. H., & Wong, Y. W. (2010). A study of subordinate-supervisor guanxi in Chinese joint ventures. <i>International Journal of Human Resource Management</i>, 21(12), 2142-2155.</p> <p>10 : Chien, M. S., Lawler, J. S. & Uen J. F. (2010). Performance-based pay, procedural justice and job performance for R&D professionals: evidence from the Taiwanese high-tech sector. <i>International Journal of Human Resource Management</i>, 21(12), 2234-2248.</p> <p>11 : Hua, H. H., & Cheng, C. W. (2010) Job stress, coping strategies, and burnout among hotel industry supervisors</p>

in Taiwan, *International Journal of Human Resource Management*, 21(8), 1337-1350.

12 : Kaya, N., Koc, E. & Topcu, D. (2010). An exploratory analysis of the influence of human resource management activities and organizational climate on job satisfaction in Turkish banks. *International Journal of Human Resource Management*, 21(11), 2031-2051.

13 : Lingqing, Z., Jun, L., Raymond, L., Lau, V. P., & Ngo, H. Y. (2010). Social capital and career outcomes: a study of Chinese employees. *International Journal of Human Resource Management*, 21(8), 1323-1336.

14 : Priyanko, G., & Cho, S. (2010). The impact of human resource management practices on intention to leave of employees in the service industry in India: the mediating role of organizational commitment. *International Journal of Human Resource Management*, 21(8), 1228-1247.

15 : Sumita, K., & Sett, P. K. (2010). Environmental dynamism, human resource flexibility, and firm performance: analysis of a multi-level causal model. *International Journal of Human Resource Management*, 21(8), 1173-1206.

16 : Rasidah, A., & Paul, S. (2010). Downsizing and survivor reactions in Malaysia: modelling antecedents and outcomes of psychological contract violation. *International Journal of Human Resource Management*, 21(11), 1793-1815.

17 : William, N., & Pooja, T. (2010). Multi-level impacts on perceived career opportunity from global integration: human capital development within internal institutional environments. *International Journal of Human Resource Management*, 21(13), 2358-2380.

18 : Final Exam

Prerequisite

management