

99-2 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	策略性人力資源管理	Serial No. / ID	2618 / RGR5086
Dept.	人力資源暨公共關係學系碩士	School System / Class	研究所碩士班2年1班
Lecturer	張俊彥	Full or Part-time	專任
Required / Credit	Optinal / 3	Graduate Class	Yes
Time / Place	(二)678 / C506	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
<ol style="list-style-type: none"> 1.Introduction : SHRM vs. HRM 2.SHRM Framework 3.Strategy into Action 4.Strategic Objectives of HRM (1) 5.Strategic Objectives of HRM (2) 6.Mechanisms of HRM-Performance 7.Contextual Factors (1) 8.Contextual Factors (2) 9.International Perspective of SHRM 10.Final exam

Prerequisite
Human Resource Management