

國立台灣科技大學 114學年 第2學期 課程大綱

Spring 2026 NTUST Course Outline

授課教師：黃美慈

Instructor:Huang, Mei-Tzu

課程名稱：人力資源管理

Course Title : Human Resources Management

2026/5/5

<p>課程代號： BA3209301 Course Code</p> <p>學分數： 3 Credits</p>	<p>必選修：必修/半學年 Required/Electve:Required/Half Yr.</p> <p>先修課程： Prerequisites</p>
<p>節次教室： M10(MA-405) M8(MA-405) M9(MA-405) Time/Location</p>	
<p>專業核心能力： Core Professional Competencies</p>	
<p>課程網址： Course Website</p>	
<p>課程宗旨： This introductory course covers the fundamental concepts and practices essential for organizational success. We will explore key area like recruitment, staffing, training and development, performance management, and compensation and benefit. You will gain practical experience through interactive activities and discussions.</p> <p>Course Objectives</p> <p>Beyond the fundamentals, we'll explore:</p> <ul style="list-style-type: none"> <li>• The evolving nature of HRM: Examine the forces that shape HR practices, from social trends to external pressures, gaining a better understanding of the field's dynamic nature.</li> <li>• The diverse world of HR professionals: Explore the various roles and essential competencies they possess, providing you with a basic understanding of how HR functions contribute to organizational achievement.</li> <li>• Trends that shape the future: Prepare yourself for the exciting world of work by analyzing emerging trends and challenges in HRM, developing adaptable and future-proof skillsets.</li> </ul>	
<p>課程大綱： Outline of Lectures</p>	

By the end of this course, you'll be able to:

- Define HR fundamentals: Demonstrate a basic understanding of various HR functions by accurately explaining their roles and the specific terminology associated with each area.
- Navigate the HR field: Articulate the scope of HR functions, the evolving roles and competencies of HR professionals, and the key trends influencing the profession.
- Apply analytical frameworks: Apply the 5W1H framework and systems theory to dissect complex problems, developing analytical and logical reasoning skills.
- Communicate HR concepts: Demonstrate knowledge of the field by modeling basic HR skills and presenting ideas through clear and professional presentations.

Week 1 Introduction to Course;  
Week 2 History and Evolution of HRM;  
Week 3 Strategic HRM;  
Week 4 Diversity and Multiculturalism;  
Week 5 Lecture by guest speaker: HR Career and Experience Sharing;  
Week 6 Competency Model and Job Design [HRM Topic Presentation 1];  
Week 7 Spring Break;  
Week 8 Recruitment [HRM Topic Presentation 2];  
Week 9 Staffing [HRM Topic Presentation 3];  
Week 10 Compensation and Benefits [HRM Topic Presentation 4];  
Week 11 Retention and Motivation [HRM Topic Presentation 5];  
Week 12 Performance Management [HRM Topic Presentation 6];  
Week 13 Training and Development (I);  
Week 14 Training and Development (II);  
Week 15 International HRM & HR Trends [Final Presentation] (Part I);  
Week 16 HR Trends [Final Presentation] (Part II) & Review Roundup;

授課方式： 講授 Lecture：60%  
Method of Instruction 分組討論 Group discussion：20%  
案例研討 Case study：0%  
操做練習 Practical exercises：20%  
講授 Lecture：N/A%

教科書： 1.University of Minnesota (2016). Beginning Management of Human Resources.  
Textbooks 2.Polkinghorne, D. (2024). Introduction to Human Resource Management.  
3.Brutus S. & Baronian N. (2020). Human Resource Management (Canadian Edition)  
4.Patterson D. (2023) Human Resource Management  
5.University of Minnesota (2017). Organizational Behavior  
6.Assigned Readings

參考書目： N/A  
References

修課須知： Please note that this syllabus is a guide for our learning journey this semester. To ensure the best possible learning experience, I may occasionally need to make adjustments to the topics discussed, readings assigned, and assignments due. I will try to communicate any changes clearly and promptly.  
Notice

評量方式： Participation 50 points  
Grading Chapter Reflection Papers (CRP) 60 points  
HRM Function Deep Dive (HRM Topic Presentation) 60 points  
Unveiling the Future of HR (Final Presentation) 100 points  
Group Review Game 30 points  
TOTAL=300 pts

備註說明： N/A  
Notes