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

2026/11/3

課程代號： BA3209302 Course Code 學分數： 3 Credits	必選修：必修/半學年 Required/Electve:Required/Half Yr. 先修課程： Prerequisites
節次教室： Time/Location	R10(MA-405) R8(MA-405) R9(MA-405)
專業核心能力： Core Professional Competencies	
課程網址： Course Website	
課程宗旨： Course Objectives	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. Beyond the fundamentals, we'll explore: • 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. • 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. • 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.
課程大綱： Outline of Lectures	

	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： Method of Instruction	講授 Lecture：60% 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： Textbooks	1.University of Minnesota (2016). Beginning Management of Human Resources. 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： References	N/A
修課須知： Notice	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.
評量方式： Grading	Participation 50 points; 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： Notes	N/A