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：莊育娟

Instructor:Yu-Chuan Chuang

課程名稱：國際人力資源管理

Course Title：International Human Resource Management

2026/11/3

課程代號： MA7700701 Course Code 學分數： 3 Credits	必選修：選修/半學年 Required/Electve:Elective/Half Yr. 先修課程： Prerequisites
節次教室： F2(T3-301) F3(T3-301) F4(T3-301) Time/Location	
專業核心能力： Core Professional Competencies	
課程網址： Course Website	
課程宗旨： Course Objectives	The trend of globalization in the business sector has been expanding tremendously, as shown by the increasing number of enterprises conducting business across national borders, the volume of foreign direct investment, the amount of trade between countries, and the flow of international assignees. Organizations are internationalizing their operations without stopping, and this trend also has a direct impact on the HR function. Therefore, this course aims to introduce students to the practice and issues of international HRM, establish an awareness of conducting business in the global context, and appreciate the strategic advantages of managing business in a multicultural environment. The course will utilize lectures, group discussions, experiential sessions, and guest speeches to help students develop cultural intelligence in the setting of multinational enterprises.
課程大綱： Outline of Lectures	1. Course Introduction: IB and HRM 2. National and Cultural Context I 3. National and Cultural Context II 4. National and Cultural Context III 5. National and Cultural Context IV 6. IHRM from America's Perspective 7. International Workforce Planning and Staffing 8. International Recruitment 9. International Selection and Repatriation 10. International Compensation and Performance Management 11. International Training and Management Development
授課方式： Method of Instruction	講授 Lecture：0% 分組討論 Group discussion：0% 案例研討 Case study：0% 操做練習 Practical exercises：0% 講授 Lecture：%
教科書： Textbooks	

	Tarque, I., Briscoe, D.R., & Schuler, R.S. (2022). International Human Resource Management: Policy and Practices for Multinational Enterprises (6th ed.). New York, NY: Routledge. Noe, R.A., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2023). Human Resource Management: Gaining a Competitive Advantage (13th ed.). New York, NY: McGraw Hill.
參考書目： References	N/A
修課須知： Notice	N/A
評量方式： Grading	Two Group presentations (50%), Two Writing Assignments (40%), Course Participation (10%)
備註說明： Notes	N/A