

國立中山大學 110學年度第2學期 課程教學大綱

National Sun Yat-sen University 110Academic year Course syllabus

中文名稱 Course name(Chinese)	組織與人力資源管理		課號 Course Code	EMBA935A
英文名稱 Course name(English)	ORGANIZATION AND HUMAN RESOURCE MANAGEMENT			
課程類別 Type of the course	講授類	必選修 Required/Selected	必修	系所 Dept./faculty
授課教師 Instructor	林豪傑		學分 Credit	2

因應嚴重特殊傳染性肺炎(武漢肺炎)，倘若後續需實施遠距授課，授課方式調整如下：Since COVID-19, if distance learning is necessary, the teaching methods would adjust as follows:

- 同步遠距【透過網路直播技術，同時進行線上教學，得採Microsoft Teams、Adobe connect等軟體進行】
- 同步遠距含錄影【透過網路直播技術，同時進行線上教學並同時錄影，課程內容可擇日再重播，得採Microsoft Teams、Adobe connect等軟體進行】
- 非同步遠距【課堂錄影或錄製數位教材放置網路供學生可非同時進行線上學習，得採EverCam、PPT簡報錄影、錄音方式進行】
- 實作類課程，經評估無法採遠距課程教學，後續復課後密集補課

★遠距教學軟體操作說明連結

因應嚴重特殊傳染性肺炎(武漢肺炎)，倘若後續需實施遠距授課，評分方式調整如下：Since COVID-19, if distance learning is necessary, the evaluation would adjust as follows:

- 1.1. Participation and engagements 出席、發言與互動：50%
- 2.2. Individual reports 個人作業(書面)：50%

課程大綱 Course syllabus

- 本課程教學大綱已提供完整英文資訊(本選項僅供統計使用，未提供完整英文資訊者，得免勾記)【Provide information of course syllabus in English.(This is for statistical use only. For those who do not provide information of course syllabus in English, do not check this field.)】

This course will activate the collective wisdom in order to inspire individual thinking and develop a learning community. It will also help participants to understand the state-of-art issues and topics in the field of organization and human resource management. 透過群智眾享，以集體智慧啟發個人智慧，藉以建立學習社群，幫助學員了解最新的組織與人力資源管理議題及未來發展趨勢。

課程目標 Objectives

1. To help participants systematically understand the content of organization and human resource management. 幫助學員更有系統地瞭解組織與人力資源管理內涵。
2. To cultivate participants' mindset of human resource management from the strategic perspective. 從策略角度提升學員的人力資源管理思維與素養。
3. To help participants develop effective incentive management systems. 協助學員建立有效的誘因、薪酬與績效管理機制。
4. To help advance organizational capability and advantage through effect talent management. 透過有效的人才管理，提升組織能力與競爭力。
5. To clarify personal human resource management logic by integrating theory, practices, concepts and cases. 結合理論、實務、概念與案例，幫助學員釐清個人的人力資源管理邏輯。

授課方式 Teaching methods

Lecture, case discussion, and issue-oriented dialogue. 講授、議題與個案討論

評分方式〔評分標準及比例〕Evaluation (Criteria and ratio) 等第制單科成績對照表 [letter grading reference](#)

- 1.1. Participation and engagements 出席、發言與互動：50%

2.2. Individual reports 個人作業(書面) : 50%

參考書/教科書/閱讀文獻 Reference book/ textbook/ documents

[請遵守智慧財產權觀念，不可非法影印。教師所提供之教材供學生本人自修學習使用，不得散播及做為商業用途]

No copies for intellectual property rights. Textbooks provided by the instructor used only for self-study, can not broadcast or commercial use

Material prepared by the professor.

每週課程內容及預計進度 Weekly scheduled progress

週次	日期	授課內容及主題
Week	Date	Content and topic
1	2022/02/13~2022/02/19	Course Introduction 課程簡介
2	2022/02/20~2022/02/26	HR topics (I): Are employees always rational? 人力資源管理的核心內涵(I) – 人是理性的嗎?
3	2022/02/27~2022/03/05	HR topics (II): Do you often make wrong decisions? 人力資源管理的核心內涵(II) – 你常做錯誤的決策嗎?
4	2022/03/06~2022/03/12	HR topics (III): How to select right persons on board? 人力資源管理的核心內涵(III) – 你會識人嗎? 你常看錯人嗎?
5	2022/03/13~2022/03/19	HR topics (IV): Compensation management 人力資源管理的核心內涵(IV) – 薪資管理
6	2022/03/20~2022/03/26	HR topics (V): Training and education 人力資源管理的核心內涵(V) – 教育訓練
7	2022/03/27~2022/04/02	HR topics (VI): Organizational design and development 人力資源管理的核心內涵(VI) – 組織設計與發展
8	2022/04/03~2022/04/09	HR professional (I): Strategic thinking and literacy 人力資源管理者的素養(I) – 策略思維與修為
9	2022/04/10~2022/04/16	HR professional (II): Communication 人力資源管理者的素養(II) – 溝通
10	2022/04/17~2022/04/23	HR professional (III): Team dynamics 人力資源管理者的素養(III) – 團隊動態
11	2022/04/24~2022/04/30	HR professional (IV): Culture-strategy-execution trio 人力資源管理者的素養(IV) – 文化-策略-執行三環鏈
12	2022/05/01~2022/05/07	Talent management and high-performance organization (I): The myth and breakthrough of talent management 人才管理與高績效組織(I) – 人才管理的迷思與突破
13	2022/05/08~2022/05/14	Talent management and high-performance organization (II): The implicit norm of systematic thinking 人才管理與高績效組織(II) – 系統思維與四大心法
14	2022/05/15~2022/05/21	Talent management and high-performance organization (III): Develop a high-performance org. 人才管理與高績效組織(III) – 建設高績效組織
15	2022/05/22~2022/05/28	Talent management and high-performance organization (IV): Effective performance management 人才管理與高績效組織(IV) – 有效的績效管理
16	2022/05/29~2022/06/04	Term project presentation (I) 期末報告 (I)
17	2022/06/05~2022/06/11	Term project presentation (II) 期末報告 (II)
18	2022/06/12~2022/06/18	Group consultation 分組諮詢與輔導

課業討論時間 Office hours

時段1 Time period 1:
 時間 Time : 星期一16:00-18:00
 地點 Office/Laboratory : 管4063
 時段2 Time period 2 :
 時間 Time : 星期二16:00-18:00
 地點 Office/Laboratory : 管4063

系所學生專業能力/全校學生基本素養與核心能力 basic disciplines and core capabilities of the department and the university

系所學生專業能力/全校學生基本素養與核心能力 basic disciplines and core capabilities of the department and the university	課堂活動與評量方式 Class activities and evaluation										
	本課程欲培養之能力與素養 This course enables students to achieve.	紙筆考試或測驗 Test.	課堂討論(含個案討論) Group discussion (case analysis).	個人書面報告、作業、作品、實驗 Individual paper report/ assignment/ work or experiment.	群組書面報告、作業、作品、實驗 Group paper report/ assignment/ work or experiment.	個人口頭報告 Individual oral presentation.	群組口頭報告 Group oral presentation.	課程規劃之校外參訪及實習 Off-campus visit and intership.	證照/檢定 License.	參與課程規劃之校內外活動及競賽 Participate in off-campus/on-campus activities and competitions.	課外閱讀 Outside reading.
※系所學生專業能力 Basic disciplines and core capabilities of the department											
1.瞭解國際管理新知 1. Exploring updated knowledge of	V		V	V							

International Business.													
2.高階經營人才的再培育 2. Re-educating senior working professionals.	V		V										
3.新觀念的刺激與新思維的訓練 3. Training the professionals for new ideas.	V		V	V									
4.跨行業交流互動與團隊友誼之建立 4. Creating a network for crossover cooperation and friendship.													
5.全球化的訓練與視野 5. Developing the global mindset of each professional.													
6.多元化的學習 6. Providing pluralistic approaches to learning.													
※全校學生基本素養與核心能力 Basic disciplines and core capabilities of the university													
1.表達與溝通能力。 1. Articulation and communication skills	V		V										
2.探究與批判思考能力。 2. Inquisitive and critical thinking abilities	V		V	V									
3.終身學習能力。 3. Lifelong learning													
4.倫理與社會責任。 4. Ethics and social responsibility													
5.美感品味。 5. Aesthetic appreciation													
6.創造力。 6. Creativity	V		V										
7.全球視野。 7. Global perspective													
8.合作與領導能力。 8. Team work and leadership													
9.山海胸襟與													

自然情懷。9. Broad-mindedness and the embrace of nature																				
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

本課程與SDGs相關項目：The course relates to SDGs items:

- SDG1-消除貧窮(No Poverty)
- SDG2-消除飢餓 (Zero Hunger)
- SDG3-良好健康與福祉(Good Health and Well-being)
- SDG4-教育品質(Quality Education)
- SDG5-性別平等(Gender Equality)
- SDG6-乾淨水源與公共衛生(Clean Water and Sanitation)
- SDG7-可負擔乾淨能源(Affordable and Clean Energy)
- SDG8-優質工作與經濟成長(Decent Work and Economic Growth)
- SDG9-工業、創新和基礎建設(Industry,Innovation and Infrastructure)
- SDG10-減少不平等(Reduced Inequalities)
- SDG11-永續城市(Sustainable Cities and Communities)
- SDG12-責任消費與生產(Responsible Consumption and Production)
- SDG13-氣候行動(Climate Action)
- SDG14-海洋生態(Life Below Water)
- SDG15-陸域生態(Life on Land)
- SDG16-和平、正義和穩健的制度(Peace,Justice And Strong Institutions)
- SDG17-促進目標實現的全球夥伴關係(Partnership for the Goals)
- 本課程和SDGS無關

本課程校外實習資訊: This course is relevant to internship:

本課程包含校外實習（本選項僅供統計使用，無校外實習者，得免勾記）
The course includes internship.(For statistical use only. If the course without internship, please ignore this item.)

實習定義：規劃具有學分或時數之必修或選修課程，且安排學生進行實務與理論課程實習，於實習終了取得考核證明繳回學校後，始得獲得學分；或滿足畢業條件者。（一般校內實習請勿勾選此欄位）

Internship: The required or elective courses should include credits and learning hours. Students should participate in the corporative company or institution to practice and learn the real skills. An internship certification must be handed in at the end of internship to get the credits or to fulfil the graduation requirements.

[回上一頁](#)