

## 佛光大學 課程大綱 Course Outline

課程名稱 Course Name in Chinese	人力資源管理				
英文課程名稱 Course Name in English	<b>Human Resource Management</b>				
科目代碼 Course Code	<b>PA24B</b>			班別 Degree	<input checked="" type="checkbox"/> 學士班 Undergraduate Program <input type="checkbox"/> 碩士班 Masters Program <input type="checkbox"/> 博士班 PhD Program
學分數 Credit	3	時數 Hour	3	修別 Type	<input type="checkbox"/> 必修 Required <input checked="" type="checkbox"/> 選修 Elective
學程別 Program	<input type="checkbox"/> 通識教育 General Education <input type="checkbox"/> 院基礎 Foundation <input type="checkbox"/> 跨領域 Interdisciplinary <input type="checkbox"/> 系核心 Core <input checked="" type="checkbox"/> 學系專業選修 Specialized Elective				
先修課程 prerequisite	無 None				
課程描述 Course Description					
<p>本課程主要是為了使學生對於人力資源管理理論概念及實務問題能有一初步的瞭解，同時，協助學生理解如何扮演好一個公務人力資源管理者的角色，兼具廣博的理論及恢宏的實務視野，從而為未來的生涯發展，奠定一個穩固的知識基礎。</p> <p>This course is designed to introduce to undergraduate students the theoretical concepts of Human Resource Management, as well as enhance their understanding of the practical questions in this field. This course also attempt to help students learn that how to play good roles of public human resource managers. At the end of this course, students can have a basic understanding of Human Resource Management, with a comprehensive perspective on theoretical and practical issues, as well as a solid knowledge background for their future career development.</p>					
課程目標 Course Objectives					
<ol style="list-style-type: none"> <li>幫助學生理解（公務）人力資源管理理論概念與當前實務發展過程。To help students understand the theoretical concepts and practical development of （Public） Human Resource Management.</li> <li>讓學生瞭解人力資源管理的基本功能與管理工具之運用 To help students understand the basic functions of Human Resource Management and some important management tools for public sector.</li> <li>促進學生對公務人力資源管理實務問題的分析能力 Help students enhance their analytical capacities for practical problems in public human resource management.</li> </ol>					
教育目標 Education Objectives					
1	<b>培養各級政府行政管理之人才</b>				

2	培養參與各類公共事務及關懷社會弱勢之現代公民	
3	培養具全球視野與處理兩岸事務能力之人才	
4	培育兼具理性思考與行動能力之人才	
	核心能力 (專業能力) Learning Outcomes (Basic Learning Outcomes)	課程目標與基本素養 與核心能力相關性 Correlation between Course Objectives and learning Outcomes
A	政策規劃與政策分析能力	
B	公民參與及意見彙整能力	
C	專業活動規劃與控管能力	★
D	溝通協調與團隊合作能力	◎
E	應變處理與問題解決能力	◎
F	地方發展與全球事務解析能力	

圖示說明：Illustration：★高度相關 Highly correlated ◎中度相關 Moderately correlated

#### 課程綱要

#### Course Outline

When you have finished studying this course, you should be able to:

- 解釋人力資源管理、策略性人力資源管理、公務人力資源管理的關係。
- 理解雇員選用需求與程序。
- 詳述策略、績效管理與績效評估之關係。
- 描述 HRD 的主要方法，以及效能導向方案的關鍵特色。
- 解釋如何連結績效與報償。
- 比對管理多元化的不同途徑如何達成就業機會的公平。
- 瞭解未來 HRM 的主要趨勢。
- Explain the relationships between traditional HRM, Strategic HRM, and Public HRM.
- Understand the need for validation of employee selection procedures.
- Discuss the relationships between strategy, performance management and performance appraisal
- Outline the major HRD methods and describe the key characteristics of effective orientation program.
- Explain how to link pay to performance.
- Compare and contrast how each approach to managing diversity enhances equal opportunities in employment.
- Appreciate the major trend of HRM in the future.

資源需求評估 (師資專長之聘任、儀器設備配合...等)

Resources Required (e.g. qualifications and expertise, instrument and equipment, etc.)

公共行政、公共政策、政治學、企業管理博士學位

Public Administration, Public Policy, Political Science, Business Management PhD Degree

課程要求及教學方式之建議

Course Requirements and Suggested Teaching Methods

課堂講授與分組報告討論

Lecture

Group Presentation and Discussion

其他

Miscellaneous