

## 課程說明大綱

<b>課程名稱</b>	國際人力資源管理(International Human Resource Management)				
<b>修課年級</b>	碩士(專)一年級	<b>授課教師</b>	董玉娟 老師	<b>學分/時數</b>	3
<b>必 / 選 修</b>	<input type="checkbox"/> 院共同必修	<input type="checkbox"/> 系專業必修	<input checked="" type="checkbox"/> 系專業選修	<b>學程課程</b>	否
<b>能力培養</b>			<b>就業連結</b>		
1. 專業知識 2. 理論知識 3. 國際觀 4. 分析思考能力 5. 邏輯思考能力			1. 人力資源管理師 2. 國際企業人力資源管理師 3. 企劃專案人員		
<b>教學目標</b>					
<p>This course will focus on a broad introduction to international human resources management issues. The course is designed to help you understand the principles, policies, and practices related to procurement, development, maintenance, and utilization of human resources from the perspective of the multinational firm.</p>					
<b>課程內容</b>					
1. The organization context 2. IHRM: sustaining international business operations 3. Recruiting and selecting staff for international assignments 4. Training and development 5. Compensation 6. Re-entry and career issues 7. HRM in the host country context 8. Industrial relations 9. Performance management 10. IHRM trends and future challenges 11. Diversity management 12. Communicating Between Culture 13. Negotiating Between Culture					
<b>參考書目</b>					

1. 胡承楷/李國璋/陳冠宏譯(2010)，國際人力資源管理：以多國籍企業的觀點探討人力資源管理(第五版)，滄海書局。
2. 趙必孝，國際化管理—人力資源觀點，華泰書局。