**國立中正大學課程大綱**

**National Chung Cheng University Syllabus**

|  |  |  |  |
| --- | --- | --- | --- |
| **課號****course code** | 3405143\_01 | **全英文授課****EMI** | **□是 ■否** |
| **課程類別****course type** | **■人文關懷課程 □競賽專題課程 □問題導向課程****□專題導向課程 □總整課程 □實作課程****□實習 □其他**  |
| **課程名稱（中文）****Chinese course name** | 人力資源發展研究 |
| **課程名稱（英文）****English course name** | Seminar on Human Resource Development |
| **學年/學期****academic year /semester** |  114/1 |

|  |
| --- |
| **學分****credits** |

 | 3 |
| **學系（所）****department** |  成人及繼續教育學系 | **必選修****required/selected** | **□必修 ■選修** |
| **上課時間****class hours** |  週三 4,5,6 | **上課地點****classroom** |  |
| **教師****instructor**  |  高文彬 | **教師 email****Instructor’s email** | robinwenbing@yahoo.com.tw |
| **助教****teaching assistant** |   | **助教email****TA’s email** |  |
| **先修科目或****先備能力****prerequisites** | 無 |
| **課程概述****course descriptions** | This course reviews Human Resource Development, looking into how educational institutions effectively recruit, select, train, and develop their workforce. Some key topics including Job Analysis, Career Planning and Development, Training and Professional Development, and Organizational Development will be discussed.  |
| **學習目標****learning objectives** | This course provides students with a basic concept about HRD. Students will discuss practical cases in the class and share their opinions on particular HRD topics with all the participants. After the course, students will know more about how to plan and implement an HRD program within the context of public or private educational institutions. |
| **教科書及參考書****textbooks and** **references** |  |
| **教學要點概述** |
| **教材編選****teaching** **materials** | **■自製簡報(ppt) ■課程講義 □自編教科書****□教學程式 □自製教學影片 □其他** |
| **教學方法****teaching** **methods**  | **■講述 ■小組討論 ■學生口頭報告 □問題導向學習****□個案研究 □其他** |
| **評量工具****Evaluation****tools** | **□期中考 □期末考 □隨堂測驗 ■隨堂作業****□課後作業 ■期中報告 ■期末報告 □專題報告****□評量尺規 □其他** |
| **教學資源****teaching** **resources** | **■課程網站 □教材電子檔供下載 □實習網站** |
| **教師****相關訊息****instructor’s** **information** | 高文彬(Robin) robinwenbing@yahoo.com.tw教育學院一館 318研究室 |
| **每週課程內容****weekly scheduled contents** |
|

|  |  |  |
| --- | --- | --- |
| **Week** | **categories** | **Topics** |
| **1** | **Introduction and concept** **/ Reading & note taking** |
| **2** | **HRDM overall concept** | Definition & basic concept about HRD & Adult EducationReading:Case Study:  |
| **3** | Definition & basic concept about HRD & HRMReading: Case study:  |
| **4** | Definition & basic concept about HRD & HRMReading: Case study:  |
| **5** | HRDM key concepts: leadership & managementReading: Reading:  |
| **6** | **theme discussions** | Transformational leadership & Transactional leadership |
| **7** | Performance Management |
| **8** | Job Analysis |
| **9** | TD: ADDIE & Training skills  |
| **10** | **Mid-term** |
| **11** | TD: Off-Job Training, On-the-Job Training and SOJT |
| **12** | TD: Mentoring & Coaching |
| **13** | CD: Career Planning, Development and Management |
| **14** | **Case building by interviews or library based studies**  |
| **15** | CD: Youth, Middle-Aged and Aged Career Development  |
| **16** | OD: Organizational Learning & Learning Organization |
| **17** | OD: Knowledge Management/ Communities of practice  |
| **18** |  | * **final term paper submission**
 |

**Assessment:** 40% for participation and discussion30% for presentation30% for final term paper |
| **核心能力****core competencies**  |
|

|  |  |
| --- | --- |
| **核心能力（成教系 碩士班）****Core competency** | **本課程與核心能力關聯強度****Degrees of related to core competencies** |
| **1** | **2** | **3** | **4** | **5** |
| **專業能力****Specific****competency**  | **專案企劃** |  |  |  | ○ |  |
| **教學發展** |  |  |  |  | ○ |
| **人才發展** |  |  |  |  | ○ |
| **組織經營** |  |  |  |  | ○ |
| **共通能力****General****Competence** | **溝通表達** |  |  |  |  | ○ |
| **問題解決** |  |  |  |  | ○ |
| **跨域合作** |  |  |  | ○ |  |
| **創意思考** |  |  |  | ○ |  |
| **批判思考** |  |  |  |  | ○ |
| **國際視野** |  |  |  |  | ○ |
| **智慧科技** |  |  |  |  | ○ |

**註：關聯強度以五點量表標示，1表示沒有關聯，5表示非常有關聯。** |