**國立中正大學課程大綱**

**National Chung Cheng University Syllabus**

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| **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 |

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| **學分****credits** |

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| **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** |
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| **Week** | **Date** | **categories** | **Topics** |
| **1** | **9/10** | **Introduction and concept** **/ Reading & note taking****Reading & note taking: 大學應指導學生面對零工經濟** |
| **2** | **9/17** | **HRDM overall concept** | Definition & basic concept about HRD & Adult EducationReading: 企業如何運用栩栩如生的數位員工? 當AI擁有人類面孔。哈佛商業評論, 200, April 2023/專業人才要的是工作不是職位。哈佛商業評論, May, 2024，P. 98-107. /考量基層員工的心，AI轉型才有績效《哈佛商業評論》2024年6月號Case Study: 暢飲創業美酒後下一步怎麼走? 哈佛商業評論, May, 2024, p.56-61 |
| **3** | **9/24** | Definition & basic concept about HRD & HRMReading: 無限學習者領導未來 哈佛商業評論中文版151期，P. 50-68 / 你需要外部人才雲嗎? 哈佛商業評論，February, 2024, p. 101-109/人資新任務：員工利益優先《哈佛商業評論》2024年6月號Case study: 邁向企業成長之路。哈佛商業評論，201, May 2023 |
| **4** | **10/1** | **Business Briefing Observation** |
| **5** | **10/8** | HRDM key concepts: leadership & managementReading: 六步打造可落實的企業文化。《哈佛商業評論》2024年7月號/提問領導力《哈佛商業評論》2024年6月號/ 多變時代的成功新公式。哈佛商業評論，March, 2024，p. 70-75 / 誰讓回饋意見無效? 哈佛商業評論中文版152期，p.52-63 |
| **6** | **10/15** | **theme discussions** | Definition & basic concept about HRD & HRMReading: 別讓退休員工真的退休。哈佛商業評論，April, 2024, p.108-117 / 美國海軍以五大心法，鍛鍊出學習型軍隊，Aprial, 2024, p.36-39 / 組織流程需要段捨離大盤點，February, 2024, p.68-79Case study: 企業家族接班人該選誰? 哈佛商業評論，204, August 2023. |
| **7** | **10/22** | Performance Management and leadership (麗君) |
| **8** | **10/29** | TD: ADDIE & Training skills (郁蓁) |
| **9** | **11/5** | **Case building by interviews or library-based studies** |
| **10** | **11/12** | TD: Off-Job Training, On-the-Job Training and SOJT (妏柔) |
| **11** | **11/19** | TD: Mentoring & Coaching (姿詒) |
| **12** | **11/26** | CD: Career Planning, Development and Management (安妍) |
| **13** | **12/3** | **Reflection and discussion** |
| **14** | **12/10** | CD: Youth, Middle-Aged and Aged Career Development (裕惟)  |
| **15** | **12/17** | OD: Organizational Learning & Learning Organization (湘晴) |
| **16** | **12/24** | OD: Knowledge Management/ Communities of practice (琬琪) |
| **17** | **12/31** | **Self-directed Learning** |
| **18** | **1/7** |  | * **final term paper submission**
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**Assessment:** 40% for participation and discussion30% for presentation30% for final term paperFrom the Week 7, students begin to take turn to present their reading tasks every week. According to the week topic, a student will be asked to present a related academic article or practical cases in the class (30 minutes presentation, and 30 minutes discussion). Students need to make PowerPoint slides including 3 parts as follows:1. The theoretical views on the week topic2. A brief introduction about the related articles or the practical cases you would like to share3. your reflection on the week topic. Please email your PPT slides to Robin (robinwenbing@yahoo.com.tw) a week before your presentation. Each student will be given about 30 minutes to present his or her work (with PPT) , and an 30 minutes to organize a discussion. Select a relevant article (journal paper, HBR is highly recommended) for the week's assigned reading and share the material with your classmates 5 days before your presentation so that students can read and write a summary sheet (please submit the summary sheet 3 days before the course). For your final paper, you are asked to write up an essay (maximum 5000 words) based on an evidence-based case study. There are 6 parts needed to be included in the essay, including introduction, literature review, research method, case description, discussion, and conclusion. The essay needs to be well structured with APA format.  |
| **核心能力****core competencies**  |
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| **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。** |