國立中正大學課程大綱

National Chung Cheng University Syllabus

課號 **course code**	3206055		**全英文授課** **EMI**	■是　　　□否	
課程類別 **course type**	□人文關懷課程 ■專題導向課程 □實習		□競賽專題課程 □總整課程 □其他	■問題導向課程 □實作課程	
課程名稱（中文） **Chinese course name**	勞資談判的理論與實務				
課程名稱（英文） **English course name**	**Theories and Practices of Labor-Management Negotiations**				
學年/學期 **academic year /semester**	下學期		**學分** **credits**	**3**	
學系（所） **department**	勞工關係學系		**必選修** **required/selected**	□必修　　■選修	
上課時間 **class hours**	週四 13:10-16:00		**上課地點** **classroom**	**328 教室**	
教師 **instructor**	朱柔若		**教師 email** **Instructor's email**	**labjoujuo@alum.ccu.edu.tw**	
助教 **teaching assistant**	無		**助教 email** **TA's email**	無	
先修科目或 先備能力 **prerequisites**	不必				
課程概述 **course descriptions**	This course explores how artificial intelligence, digital monitoring, and algorithmic management are transforming the landscape of individual labor negotiations. Moving beyond traditional topics such as wages, hours, and benefits, we examine how AI reshapes compensation, flexibility, data rights, and psychological well-being at the individual level. Through real-world cases from technology, healthcare, and platform economies, students will analyze the new power dynamics between workers and employers and develop negotiation strategies suited to an era of algorithmic governance.				
學習目標 **learning objectives**	☐ **Identify** how AI and automation reshape traditional dimensions of individual labor negotiation (e.g., wages, hours, training). ☐ **Analyze** the emerging issues of data rights, algorithmic evaluation, and digital well-being in workplace negotiations. ☐ **Evaluate** real-world cases of AI-driven employment governance across different industries and cultural contexts. ☐ **Develop** negotiation strategies for employees and employers that balance technological efficiency, fairness, and psychological sustainability. ☐ **Design** innovative role-play or simulation activities that model AI-era labor negotiations, integrating ethical and practical dimensions.				

教科書及參考書 textbooks and references	1. Michael R. Carrell and Christina Heavrin 著，黃丹力譯，2010，《談判新時代－談判要領之理論、技巧與實踐》 2. Richard E. Walton & Robert B. McKersie, 1991, A Behavioral Theory of Labor Negotiations: An Analysis of a Social Interaction System 3. Deepak Malhotra, Max H. Bazerman，2020，Negotiation Genius: How to Overcome Obstacles and Achieve Brilliant Results at the Bargaining Table and Beyon

教學要點概述			
教材編選 teaching materials	■自製簡報(ppt) □教學程式	■課程講義 □自製教學影片	□自編教科書 □其他
教學方法 teaching methods	■講述 □個案研究	■小組討論 □其他	■學生口頭報告　■問題導向學習
評量工具 Evaluation tools	□期中考 □課後作業 □評量尺規	□期末考 □期中報告 □其他	□隨堂測驗　　■隨堂作業 □期末報告　　■專題報告
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	1989-1992~D.Phil. in Sociology, Linacre College, University of Oxford 2025/01onwards~ FESC, Fellow of European Society of Cardiology		

每週課程內容
weekly scheduled contents

Week 1 Course Introduction + Knowing the members

Week 2 Forming a Study Team & Displaying Team Dynamics

Week 3 Introduction to Micro Bargaining in the Workplace

Week 4 Identifying Workplace Myths & Truths ~ Wage

Week 5 Identifying Workplace Myths & Truths ~ Working Hours

Week 6 Identifying Workplace Myths & Truths ~ Benefits

Week 7 Identifying Workplace Myths & Truths ~ Training

Week 8 Identifying Workplace Myths & Truths ~ Security

Week 9 Mid-term Exam Week

Week 10 Gamification of Learning

Week 11 Negotiation Strategy ~ Wage: Low vs. High AI Impacts

Week 12 Negotiation Strategy ~ Working Hours: Low vs. High AI Impacts

Week 13 Negotiation Strategy ~ benefits: Low vs. High AI Impacts

Week 14 Negotiation Strategy ~ Training: Low vs. High AI Impacts
Week 15 Negotiation Strategy ~ Security: Low vs. High AI Impacts
Week 16 Finalize Team-made Board-game and Poster Display
Week 17 Team PK
Week 18 Final Exam Week

核心能力
core competencies

核心能力 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**	**1.** 具備對國內外勞工之跨領域專業知識整合與應用之能力。					■
	2. 具備蒐集資訊、使用資訊及撰寫專業論文之研究能力。					■
	3. 兼具不同層次「勞工關係與政策」或「人力資源」問題探討與處理之能力。					■
	4. 具備瞭解「勞工關係與政策」或「人力資源」變革、趨勢及自主學習之能力。					■
	5. 具備創新思考及全球化觀點之能力。					■
共通能力 **General Competence**	**1.** 溝通表達與問題解決。					■
	2. 持續學習					■
	3. 人際互動與團隊合作					■
	4. 工作責任及紀律					■
	5. 資訊科技運用與創新			■		

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。