

國立中正大學課程大綱

National Chung Cheng University Syllabus

課號 course code	3203032	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	勞資談判		
課程名稱 (英文) English course name	Labor-Management Negotiations		
學年/學期 academic year /semester	上學期	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	週五下午 1-4 點	上課地點 classroom	328 教室
教師 instructor	朱柔若教授	教師 email Instructor's email	labjoujoo@alum.ccu.edu.tw
助教 teaching assistant		助教 email TA's email	
先修科目或 先備能力 prerequisites	NIL		
課程概述 course descriptions	This course explores how artificial intelligence, digital monitoring, and algorithmic management are transforming individual workplace negotiation. The course combines lectures, case studies, and critical readings, and encourages students to examine how AI reshapes flexibility, responsibility compensation and psychological well-being. Against the backgrounds of medicine, social welfare, and education, this course will teach students to how to develop negotiation strategies suited to the era of algorithmic governance.		
學習目標 learning objectives	By the end of this course, students should be able to: 1. Identify how AI and automation reshape traditional dimensions of individual labor negotiation. 2. Develop negotiation strategies for employers and employees that balance technological efficiency, fairness and psychological sustainability. 3. 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. Deepak Malhotra & Max Bazerman, 2020, "Negotiation Genius: How to Overcome Obstacles and Achieve Brilliant Results at the Bargaining Table and Beyond", Bantam. 2. Roger Fisher, William L. Ury, & Bruce Patton, 2011, "Getting to Yes: Negotiating Agreement Without Giving in", PENGUIN GROUP (USA) INC. 3. Richard E. Walton and Robert. B. McKersie, "A Behavioral Theory of Labor Negotiations: An. Analysis of a Social Interaction System", ILR Press.		

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 ■期末報告	□隨堂作業 ■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				
Week 2 Form study teams and Display team dynamics				
Week 3 Introduction to micro workplace negotiation				
Week 4 Identify Workplace Myths and Truths~~Wage				
Week 5 Identify Workplace Myths and Truths~~Working Hours				
Week 6 Identify Workplace Myths and Truths~~Benefits				
Week 7 Identify Workplace Myths and Truths~~Training				
Week 8 Identify Workplace Myths and Truths~~Security				
Week 9 Mid-term Break/Exam				
Week 10 Develop Wage Negotiation Strategies in AI Era				
Week 11 Develop Working Hours Negotiation Strategies in AI Era				
Week 12 Develop Benefits Negotiation Strategies in AI Era				
Week 13Develop Training Negotiation Strategies in AI Era				
Week 14 Develop Security Negotiation Strategies in AI Era				
Week 15 Student Presentations I				
Week 16 Student Presentations II				
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. Ability to understand and keep pace with the development and transformation of domestic and international labor policies and regulations					■
	2. Commitment to professional ethics and proactive concern for social issues					■
	3. Ability to acquire and integrate interdisciplinary knowledge					■
	4. Ability to integrate fundamental knowledge of labor relations and human resource management across disciplines					■
	5. Ability for independent thinking, problem-solving in labor relations and human resources, and self-directed learning					■
共通能力 General Competence	1. Communication, expression, and problem-solving skills					■
	2. Continuous learning ability					■
	3. Interpersonal interaction and teamwork skills					■
	4. Responsibility and workplace discipline					■
	5. Application and innovation in information technology			■		

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。