

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 ☐ 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	labjoujoo@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 □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 + 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 15 Negotiation Strategy ~ Security: Low vs. High AI Impacts

Week 17 Team PK

Week 18 Final Exam Week

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。