

SYLLABUS

Human Resource Management (3 credits)

Instructor: Yuwen Liu

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Course Description:

This course explores the central, strategic role that HR plays in making organizations competitive. This course focuses on the concepts and practices of human resource management, namely recruitment and selection of employees, equal opportunity, training and development, performance appraisals, compensation and benefits issues. A special focus on the increase of globalization and workforce diversity in the high-performance organization is also included.

Course Objectives:

1. Describe the functions of HR management.
2. Provide examples of the new management practices that are changing HR management.
3. Illustrate how building employee commitment can be a cornerstone of an employer's HR philosophy.
4. Present the basic processes for: developing job specifications; recruiting, interviewing, and placement of employees; compensation and benefits plans; and conducting performance appraisals.
5. Outline the organization's role in the career management process.
6. Explain employee mobility.
7. Understand the impact of globalization on HR management

Readings:

Noe, R. A. et al. Fundamentals of Human Resource Management. McGraw-Hill. (Optional)

Cases: (Required)

#1 Hampton Inn

#2 Citibank

#3 Black and Decker

Class Structure:

Class sessions may include lectures, small and large discussion groups. We will strive to clarify, supplement, and analyze text materials. You are responsible for all assigned readings and all materials presented in class. You are also responsible for all information disseminated in class and all course requirements, including deadlines.

Course requirements:

<u>Case study papers</u>	45%
<u>Term paper</u>	15%
<u>Final group project</u>	20%
<u>Class participation and activities</u>	20%

Weekly schedule (tentative):

<u>Week 1</u> 2/18	Introduction/course overview Human Resource Environment	
<u>Week 2</u> 2/25	Analyzing Work and Designing Jobs Staffing and selection	
<u>Week 3</u> 3/4	Staffing and selection I: HR Planning and Recruiting	
<u>Week 4</u> 3/11	Staffing and selection II: Selecting and Interviewing	
<u>Week 5</u> 3/18	Staffing and selection III: Selecting and Interviewing	
<u>Week 6</u> 3/25	Training and Developing Employees	Case #1/ <u>CS paper due</u>
<u>Week 7</u> 4/1	Appraising and Managing Performance I	
<u>Week 8</u> 4/8	Appraising and Managing Performance II	Case #2/ <u>CS paper due</u>
<u>Week 9</u> 4/15	Layoff/Up in the air	Video
<u>Week 10</u> 4/22	Appraising and Managing Performance III	<u>Term paper due(up in the air)</u>
<u>Week 11</u> 4/29	Compensation and Benefits I: Establishing Strategic Pay Plans	
<u>Week 12</u> 5/6	Compensation and Benefits II: Pay for Performance and Financial Incentives	Case #3/ <u>CS paper due</u>
<u>Week 13</u> 5/13	IHRM I: Expatriation/ Repatriation	Video
<u>Week 14</u> 5/20	IHRM II: Expatriation/ Repatriation	
<u>Week 15</u> 5/27	Guest speaker	
<u>Week 16</u> 6/3	Group presentation	
<u>Week 17</u> 6/10	Group presentation	
<u>Week 18</u> 6/17	Final	<u>Final project paper due</u>