

**NATIONAL TSING HUA UNIVERSITY**  
**College of Technology Management**

**Human Resource Management**  
**(Offered in English)**

**Spring Semester 2023**

**Lecturer:** Hua-Wei Hung ([hwhung@mx.nthu.edu.tw](mailto:hwhung@mx.nthu.edu.tw))

**Teaching Assistant:** xxx (xxx)

**Time:** Wednesday 13:20-16:20 (W5W6W7)

**Classroom:** TSMC building Room#xxx

**Office hours:** Please email to make an appointment

**Course Objectives:**

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. By the end of this course, students should be able to:

- 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

**Teaching Arrangements:**

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.

Lectures: Each lecture is about 1.5 hours. Please note, all lectures will be taught in English.

**Topic Presentation (30 minutes):**

- Presentation (20 minutes): All students will come up with topics they are interested in related to human resources, some potential topics include how to write a resume, how to write a cover letter, how to dress professionally, how to prepare for an interview, MBTI...etc.

- Each group will present give fruitful information toward this topic that helps deepen understating of this topic, some key indications, managerial inspiration and/or any other issues that you want to share with the class.
- Activity (10 minutes): Each group will prepare a small activity to allow interaction with audiences in which is related to your topic, be creative.

### **Case Discussion (30 minutes):**

- Case presentation (20 minutes): Each group will choose a case to present in class, which should include the content and solution of a specific managerial situation.
- Q&A (10 minutes): Other groups need to prepare at least three questions to discuss with the presenting group.

### **Midterm Presentation:**

- For this presentation, you will choose two companies to present in class. One company should be from Taiwan, and another from a foreign country. Tell us a little bit about these two companies and why you pick them. It is an individual presentation and should take no longer than 5 minutes.

### **Final Report:**

- For this report, you will continue from your midterm presentation and compare the similarities and differences of the two companies you've chose. It can be the recruiting process, salary differences, or anything you've learned during this class. It is an individual report and should be at least 1000 words.
- MLA format: 12 font Times New Roman, 1/1.5 leading, PDF file
- No plagiarism; shall also attach with the Turnitin report (acceptable similarity percentage: below 15%) (please register in advance through NTHU Library: <https://learning.site.nthu.edu.tw/p/412-1319-7120.php?Lang=en>)
- Conditional accept: AI only when AI screenshot report is attached, which will also affect the grading.

### **Assessment:**

Midterm Presentation: 30%, Final Report: 30%, Topic Presentation: 15%, Case Presentation: 15% Attendance, Class Performance & Assignment: 10%

### **Reading List Abbreviations:**

#### ***Course Textbook (Optional):***

Noe, Hollenbeck, Gerhart & Wright (2022). Fundamentals of Human Resource Management (9th ed). McGraw Hill.

HRM textbook with different versions all work.

### **Case Selection:**

- 01) Kesner, I. F. (2003). Leadership development: perk or priority?. Harvard Business Review, 81(5), 29-33.
- 02) Bernstein, E., & Buell, R. W. (2016). Can you cut “turn times” without adding staff?. Harvard Business Review, 94(4), 113-117.
- 03) Kirby, J. (2002). The Cost Center That Paid Its Way. Harvard Business Review, 80(4), 5-12.
- 04) Michael D. Watkins. (2012). How Managers Become Leaders. Harvard Business Review, 1-15.
- 05) Roelofsen, E., & Yue, T. (2017). Is Holacracy for Us?. Harvard Business Review, 95(3), 151-153.
- 06) Bearden, J. N. (2019). Was That Harassment?. Harvard Business Review, 97(6), 160-165.
- 07) Nohria, N. (2005). Feed R&D—or Farm It Out?. Harvard Business Review, 83(7), 17-28.
- 08) Polzer, J. T. (2018). Trust the algorithm or your gut?. Harvard Business Review, 96(5), 147-149.
- 09) Groysberg, B., & Baden, K. C. (2019). Bad blood on the senior team. Harvard Business Review, 97(1), 145-149.
- 10) Nofsinger, Mary M., & Betty J. Galbraith. (2000). Streamlining the hiring process. College & Research Libraries News, 61(6), 499-502.
- 11) Moss, J. (2021). Beyond burned out. Harvard Business Review, 10.

**Schedule of Lectures and Seminars**

<i>Week</i>	<i>Date</i>	<i>Movie Review (13:20-13:50)</i>	<i>Lecture (14:00-15:40)</i>	<i>Case Discussion (15:50-16:20)</i>
1	2/19	Course Introduction		
2	2/28	Peace Memorial Day (No Class)		
3	3/6	<i>Ch1:</i> Managing Human Resources <i>Ch2:</i> Trends in Human Resource Management		<b>Team-up&amp; Choose topics</b>
4	3/13	<b>Topic 1</b>	<i>Ch3:</i> Providing Equal Opportunity	<b>Case A</b>
5	3/20	<b>Topic 2</b>	<i>Ch4:</i> Analyzing Work and Designing Jobs	<b>Case B</b>
6	3/27	<b>Topic 3</b>	<i>Ch5:</i> Planning and Recruiting	<b>Case C</b>
7	4/3	Intercollegiate Activities (No Class)		
8	4/10	Midterm Presentation		
9	4/17	<b>Topic 4</b>	<i>Ch7:</i> Training Employees	<b>Case D</b>
10	5/1	<b>Topic 5</b>	<i>Ch8:</i> Developing for Future Success	<b>Case E</b>
11	5/8	<b>Topic 6</b>	<i>Ch12:</i> Recognizing Contributions	<b>Case F</b>
12	5/15	<b>Topic 7</b>	<i>Ch11:</i> Separating and Retaining	<b>Case G</b>
13	5/22	<b>Topic 8</b>	<i>Ch13:</i> Recognizing Contributions	<b>Case H</b>
14	5/29	<b>Topic 9</b>	<i>Ch14:</i> Providing Employee Benefits	<b>Case I</b>
15	6/5	<b>Topic 10</b>	<i>Ch16:</i> Managing Globally	<b>Case J</b>
16	6/12	Final Report Due (No Class)		