

Global MBA Program

Syllabus of
Human Resource Management

Fall Semester, 2017

General Information

Date: *Tuesday*

Time: *09:10-12:10*

Venue: *Room 204, Building II College of Management*

Professor: Louis, Litsung, Chen

E-mail address: Louis@diamondgroup.com.tw

Office number: *N/A*

Teaching Assistant: *Sopheara Vath (Peck)*

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Introduction

This course provides a general introduction about Human Resource Management (HRM). It breaks into four main fields: (1) Recruitment (Talent selection), (2) Learning and Development (Talent incubation), (3) Performance management and compensation& benefit (Talent Motivation), (4) Human resource reservation (Talent Retention). Instructional methods will include lectures, case study, group discussion and inviting experience guest speaker to share their perspectives on the specific related topics.

Objectives

This course highly targeted at achieving below objectives:

1. Let our students establish the clear understanding about HRM
2. To provoke students' interest about HRM
3. Bring cases scenario to simulate how HRM works in the real business world in the interactive learning environment

Class Contract

I expect our students participate the discussion and provide feedback actively in the class. Take all assignment seriously especially respect each group member during the group work. In return, I promise to provide concrete reason for why we cover each topic. I will utilize the time we have together to help students think deeply rather than teaching them what Google and textbook can tell. Last but not the least, I will be receptive and responsive to all questions and feedback from our students.

Class Topics Overview

| Session | Date | Subject | Case discussion | Assignment |
|---------|--------|---|---|---------------------------------------|
| 1 | 12 Sep | Introduction to Human Resource Management | Money Ball/Jeremy Lin/Manchester United | |
| 2 | 19 Sep | Chapter5: Recruiting and Hiring | Ethical Dilemma Case Discussion: Shall you recommend your best staff to look for better future? | HK Broadband Network Talent Selection |

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|----|--------|--|--|---|
| 3 | 26 Sep | Chapter 7: Big Five and Softskill analysis | We will take all our classmates as example to conduct big 5 analysis | Group Presentation I |
| 4 | 3 Oct | How social media impact the HRM? | Linkedin/ 104 Job Board/ Indeed/ Youtube/ Twitter Job Search | |
| 5 | 17 Oct | Guest Speaker Forum: How do we run the headhunting service and how we deal with headhunter | Invite the well-known headhunting firm to share their practical experience | |
| 6 | 24 Oct | Group Presentaion I | Apolo 13/ Taipei City Mayor | |
| 7 | 31 Oct | Chapter8:Training& Development | McDonald/ General Electric | Case Study: Disney Land |
| 8 | 7 Nov | Chapter 10: Coaching Career & Talent Management | World Champion Coach: Joachim Low vs. Legendary Coach: Phil Jackson | CS: HK Police Force L&D |
| 9 | 14 Nov | Chapter 9:How we set the ideal goal | China National Committee Chair: Xi | |
| 10 | 21 Nov | Introduction of BSC (Balance Score Card) | Google / Toyota | Group Presentation II |
| 11 | 28 Nov | Chapter 11/12: Pay for Performance (Compensation) | HP ex-CEO: Mark Hurd /Acer ex-CEO Gianfranco Lanci and IBM ex-CEO Louis Gerstner | |
| 12 | 5 Dec | Group Presentation II | HTC/ Under Amour/ Wal-mart | |
| 13 | 12 Dec | Managing Global Human Resouece (Expat) | Movie Discussion: American Sniper | |
| 14 | 19 Dec | Chapter 13: Retension: Direct and indirect benefit | Case Study of Diamond Group Inland China | CS: Retention strategy for Generation-Y |
| 15 | 26 Dec | Enterprenuer HR strategy | Visiting the largest start-up incubation Center in Taiwan, AppWorks | |
| 16 | 2 Jan | HRM in family business I | Eva airline succession problem | |
| 17 | 9 Jan | HRM in family business II | Japanese Samurai system | |
| 18 | 16 Jan | Individual Final examination/ work | | |

Learning Materials**Textbook**

Gary Dessler, Humana Resource Management, Thirteen Edition. Pearson, Global Edition.
(東華書局)

Cases

All case study and supplementary materials will be distributed in class

Homework Assignment

I expect our students to read distributed case study in advance at home. There is no specific work to bring-in to the class except for understanding the content of the distributed reading material.

Grading Policy**1. Group Presentation I: 25%**

Each group chooses one task and prepares the Job Description Presentation of the chosen one. Elaborate what kind of people you are looking for. In addition, each group conducts a 5-10 minutes recruiting interview over all candidates. Selecting the best candidate from the other groups.

2. Group Presentation II: 25%

Each group chooses one task and prepares the Balance Score Card of the chosen one. Elaborate each objective's measurement and target in the four perspectives and how theses objected surrounding to the company vision.

3. Individual examination & paper result: 25%

The individual examination & paper will cover the topic from Chapter 5 & from Chapter 7-13.

4. Interaction with classmates & professors in the class: 25%.