

國立彰化師範大學
人力資源管理研究所碩士班畢業條件表暨課程架構表
(113學年度入學學生適用)

National Changhua University of Education
Graduation Requirements and Course Structure for Master's Program of Department of Graduate
Institute of Human Resource Management
(Applicable for students in 113 academic year)

列印日期(Print Date:2024/03/21)

一. 系必修課程

I. Department's Required Course(s)

| 課程名稱 Course Name | 學分/學時 Credit(s) / Hour(s) | 年級 Grade | 學期 Semester |
|---|---------------------------------|-------------|----------------|
| 書報討論(一) Seminar I | 1/2 | 1 | 1 |
| 人力資源管理(A) Human Resource Management (A) | 3/3 | 1 | 1 |
| 人力資源管理(B) Human Resource Management (B) | 3/3 | 1 | 1 |
| 研究法(A) Research Methods (A) | 3/3 | 1 | 1 |
| 研究法(B) Research Methods (B) | 3/3 | 1 | 1 |
| 組織理論與管理(A) Organization Theory and Management (A) | 3/3 | 1 | 1 |
| 組織理論與管理(B) Organization Theory and Management (B) | 3/3 | 1 | 1 |
| 書報討論(二) Seminar II | 1/2 | 1 | 2 |
| 多變量分析(A) Multivariate Analysis (A) | 3/3 | 1 | 2 |
| 多變量分析(B) Multivariate Analysis (B) | 3/3 | 1 | 2 |
| 論文指導(一) Thesis Supervision I | 3/0 | 2 | 1 |
| 書報討論(三) Seminar III | 1/2 | 2 | 1 |
| 人力資源管理專題 Special Topics in Human Resource Management | 3/3 | 2 | 1 |
| 論文指導(二) Thesis Supervision II | 3/0 | 2 | 2 |
| 論文 Thesis | 0/0 | 2 | 2 |
| 書報討論(四) Seminar IV | 1/2 | 2 | 2 |

二. 系選修課程

II. Department's Elective Course(s)

| 課程名稱 Course Name | 學分/學時 Credit(s) / Hour(s) | 年級 Grade | 學期 Semester |
|---------------------|---------------------------------|-------------|----------------|
| 生涯發展 | 3/3 | 1 | 1 |

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|--|-----|---|---|
| Career Development | | | |
| 管理決策分析 Managerial Decision-Making Analysis | 3/3 | 1 | 1 |
| 企業倫理 Enterprise Ethics | 3/3 | 1 | 1 |
| 組織行為 Organizational Behavior | 3/3 | 1 | 1 |
| 勞動經濟學 Labor Economics | 3/3 | 1 | 1 |
| 領導理論 Leadership Theory | 3/3 | 1 | 1 |
| 專案管理 Project Management | 3/3 | 1 | 1 |
| 品質管理 Quality Management | 3/3 | 1 | 1 |
| 訓練科技 Training Technology | 3/3 | 1 | 1 |
| 生產管理 Production Management | 3/3 | 1 | 1 |
| 資訊管理 Management Information System | 3/3 | 1 | 1 |
| 知識與智慧資本管理 Knowledge and Intellectual Capital Management | 3/3 | 1 | 1 |
| 社會福利 Social Welfare | 3/3 | 1 | 1 |
| 績效管理 Performance Management | 3/3 | 1 | 2 |
| 任用管理 Staffing Management | 3/3 | 1 | 2 |
| 創新管理 Management of Innovation | 3/3 | 1 | 2 |
| 企業文化 Organization Culture | 3/3 | 1 | 2 |
| 國際人力資源管理 International Human Resource Management | 3/3 | 1 | 2 |
| 薪酬管理 Compensation Management | 3/3 | 1 | 2 |
| 人力資源發展 Human Resource Development | 3/3 | 1 | 2 |
| 人力資源規劃 Human Resource Planning | 3/3 | 1 | 2 |
| 科技管理 Technology Management | 3/3 | 1 | 2 |
| 成人學習 Adult Learning | 3/3 | 1 | 2 |
| 商業議題 Business Issues | 3/3 | 1 | 2 |
| 大數據分析：商業應用與人力資源管理 Big Data Analytics: Business Applications and Human Resource Management | 3/3 | 1 | 2 |
| 商用英文(一) Business English I | 2/2 | 2 | 1 |
| 組織變革管理 Organization Change and Management | 3/3 | 2 | 1 |

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|--|-----|---|---|
| 商業溝通 Business Communication | 3/3 | 2 | 1 |
| 行銷管理 Marketing Management | 3/3 | 2 | 1 |
| 員工關係 Employment Relationship | 3/3 | 2 | 1 |
| 策略管理 Strategic Management | 3/3 | 2 | 1 |
| 商業簡報技巧 Business Briefing Skills | 3/3 | 2 | 1 |
| 質性研究方法 Qualitative Research Methods | 3/3 | 2 | 1 |
| 勞動法 Labor Law | 3/3 | 2 | 1 |
| 人力資源管理進階專題(一) Advanced Special Topics in Human Resource Management I | 3/3 | 2 | 1 |
| 跨文化溝通與管理 Cross-Cultural Communication and Management | 3/3 | 2 | 1 |
| 社會心理學 Social Psychology | 3/3 | 2 | 1 |
| 決策心理學 Decision Psychology | 3/3 | 2 | 1 |
| 情緒心理學 Emotional Psychology | 3/3 | 2 | 1 |
| 職場健康心理學 Workplace Mental Health | 3/3 | 2 | 1 |
| 商用英文(二) Business English II | 2/2 | 2 | 2 |
| 人力資源資訊系統 Human Resource Information System | 3/3 | 2 | 2 |
| 全球運籌管理 Global Logistics Management | 3/3 | 2 | 2 |
| 訓練評鑑 Training Technology | 3/3 | 2 | 2 |
| 財務管理 Financial Management | 3/3 | 2 | 2 |
| 高科技薪酬管理 Compensation Management In High-Tech Company | 3/3 | 2 | 2 |
| 組織發展 Organization Development | 3/3 | 2 | 2 |
| 數位學習 Digital Learning | 3/3 | 2 | 2 |
| 談判學 Negotiation Studies | 3/3 | 2 | 2 |
| 人力資源管理進階專題(二) Advanced Special Topics in Human Resource Management II | 3/3 | 2 | 2 |
| 英文論文寫作 English Research Paper Writing | 3/3 | 2 | 2 |
| 深度學習 Deep Learning | 3/3 | 2 | 2 |

三. 先修科目

III. Prerequisite Courses

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|------|------|
| 先修課程 | 後修課程 |
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|---------------------|-------------------|
| Prerequisite Course | Subsequent Course |
|---------------------|-------------------|

四. 畢業條件

IV. Graduation Requirements

1. 畢業學分為40學分（不含論文指導），包含必修19學分、選修21學分。
 2. 先備課程為行銷管理、財務管理、資訊管理、生產管理(或服務管理)。
 3. 凡選修本所碩士班開設之課程，一律採認為畢業學分。
 4. 經指導教授及所長同意，可跨系所修習本所課程架構內，但本所未開設之選修科目課程，並採認為畢業學分以6學分為上限（先備課程不在此限）。
 5. 研究生應於申請學位考試前修習通過於「臺灣學術倫理教育資源中心」網路教學平台之「學術研究倫理教育」課程等相關規定。
1. The minimum number of credits required for graduation is 40, including 19 required credits and 21 elective credits. The credits of the course "Thesis Supervision" are not included.
 2. Prerequisite courses of this graduate institute are Marketing Management, Financial Management, Management Information System, and Production Management (or Service Management).
 3. All courses taken in the Master' s program of this graduate institute will be recognized as graduation credits without exception.
 4. With the approval of the advisor and the director, students may take elective courses listed but not offered in the course framework of our graduate institute from another department in NCUE. The maximum limit for recognizing such elective courses is 6 credits.
 5. Graduate students are required to complete the online courses of academic research ethics education provided by Center for Taiwan Academic Research Ethics Education before applying for the degree examination.