

## 國立臺灣師範大學國際人力資源發展研究所碩士班課程架構表

適用入學年度	系必修學分	系選修學分	自由選修學分	畢業最低總學分
108	A制(學術論文組) 6.0學分 B制(實務論文組) 6.0學分	A制(學術論文組) 21.0學分 B制(實務論文組) 30.0學分	A制(學術論文組) 6.0學分 B制(實務論文組) 6.0學分	A制(學術論文組) 33.0學分 B制(實務論文組) 42.0學分

## 一、系必修課程，應修6.0學分

課程類別碼	科目代碼	科目名稱	學分	上課時數		備註
				正課時數	實驗(習)時數	
	IWM0072	1 書報討論(一)	1.0	2.0	0.0	
	IWM0073	2 書報討論(二)	1.0	2.0	0.0	
400	IWM0074	3 人力資源發展研究方法	3.0	3.0	0.0	
489	IWM0085	4 書報討論(三)	1.0	0.0	2.0	

## 二、系選修課程，應修0.0學分

## 三、分組課程

A-1. A制(學術論文組)必修課程，應修0.0學分

A-2. A制(學術論文組)選修課程，應修21.0學分

課程類別碼	科目代碼	科目名稱	學分	上課時數		備註
				正課時數	實驗(習)時數	
	IWM0018	1 人力資源發展研究	3.0	3.0	0.0	
	IWM0030	2 國際企業管理研究	3.0	3.0	0.0	
	IWM0034	3 跨文化溝通研究	3.0	3.0	0.0	
	IWM0040	4 組織行為研究	3.0	3.0	0.0	
	IWM0042	5 人力資源規劃研究	3.0	3.0	0.0	
	IWM0043	6 企業訓練實務研究	3.0	3.0	0.0	
	IWM0044	7 人力資源招募與甄選研究	3.0	3.0	0.0	
	IWM0047	8 薪酬管理研究	3.0	3.0	0.0	
	IWM0048	9 職涯管理與諮詢研究	3.0	3.0	0.0	
	IWM0049	10 電子化學習研究	3.0	3.0	0.0	
	IWM0054	11 國際人力資源發展研究	3.0	3.0	0.0	
	IWM0055	12 國際人力資源管理研究	3.0	3.0	0.0	
	IWM0056	13 國際性非營利組織人力資源發展研究	3.0	3.0	0.0	
	IWM0057	14 國際合作規劃與管理研究	3.0	3.0	0.0	
	IWM0058	15 高科技人力資源專題研究	3.0	3.0	0.0	
	IWM0059	16 中小企業人力資源專題研究	3.0	3.0	0.0	
	IWM0060	17 公部門人力資源專題研究	3.0	3.0	0.0	
	IWM0061	18 國際性非營利組織人力資源專題研究	3.0	3.0	0.0	
	IWM0062	19 國際服務業人力資源專題研究	3.0	3.0	0.0	
	IWM0063	20 國際組織管理人才發展專題研究	3.0	3.0	0.0	
	IWM0064	21 國際組織專業技術人力發展專題研究	3.0	3.0	0.0	
	IWM0065	22 人力資源發展專業實習	3.0	0.0	6.0	
	IWM0066	23 人力資源需求評估研究	3.0	3.0	0.0	
	IWM0067	24 人力資源評鑑研究	3.0	3.0	0.0	
	IWM0068	25 電子化人力資源研究	3.0	3.0	0.0	
	IWM0069	26 亞太地區人力資源專題研究	3.0	3.0	0.0	
	IWM0070	27 績效管理研究	3.0	3.0	0.0	
	IWM0071	28 訓練課程設計研究	3.0	3.0	0.0	
400	IWM0075	29 統計與資料分析	3.0	3.0	0.0	
400	IWM0076	30 論文寫作	3.0	3.0	0.0	
430	IWM0077	31 組織發展與變革研究	3.0	3.0	0.0	
490	IWM0079	32 員工心理與職涯發展專題研究	3.0	3.0	0.0	
410	IWM0080	33 企業治理與社會責任研究	3.0	3.0	0.0	
430	IWM0081	34 組織學習與知識管理研究	3.0	3.0	0.0	
430	IWM0082	35 人力資源溝通實務研究	3.0	3.0	0.0	
430	IWM0083	36 員工關係與協商研究	3.0	3.0	0.0	
430	IWM0084	37 領導與人才發展實務研究	3.0	3.0	0.0	

B-1. B制(實務論文組)必修課程，應修0.0學分

B-2. B制(實務論文組)選修課程，應修30.0學分

課程類別碼	科目代碼	科目名稱	學分	上課時數		備註
				正課時數	實驗(習)時數	
	IWM0018	1 人力資源發展研究	3.0	3.0	0.0	
	IWM0030	2 國際企業管理研究	3.0	3.0	0.0	
	IWM0034	3 跨文化溝通研究	3.0	3.0	0.0	
	IWM0040	4 組織行為研究	3.0	3.0	0.0	
	IWM0042	5 人力資源規劃研究	3.0	3.0	0.0	

	IWM0043	6 企業訓練實務研究	3.0	3.0	0.0
	IWM0044	7 人力資源招募與甄選研究	3.0	3.0	0.0
	IWM0047	8 薪酬管理研究	3.0	3.0	0.0
	IWM0048	9 職涯管理與諮詢研究	3.0	3.0	0.0
	IWM0049	10 電子化學習研究	3.0	3.0	0.0
	IWM0054	11 國際人力資源發展研究	3.0	3.0	0.0
	IWM0055	12 國際人力資源管理研究	3.0	3.0	0.0
	IWM0056	13 國際性非營利組織人力資源發展研究	3.0	3.0	0.0
	IWM0057	14 國際合作規劃與管理研究	3.0	3.0	0.0
	IWM0058	15 高科技人力資源專題研究	3.0	3.0	0.0
	IWM0059	16 中小企業人力資源專題研究	3.0	3.0	0.0
	IWM0060	17 公部門人力資源專題研究	3.0	3.0	0.0
	IWM0061	18 國際性非營利組織人力資源專題研究	3.0	3.0	0.0
	IWM0062	19 國際服務業人力資源專題研究	3.0	3.0	0.0
	IWM0063	20 國際組織管理人才發展專題研究	3.0	3.0	0.0
	IWM0064	21 國際組織專業技術人力發展專題研究	3.0	3.0	0.0
	IWM0065	22 人力資源發展專業實習	3.0	0.0	6.0
	IWM0066	23 人力資源需求評估研究	3.0	3.0	0.0
	IWM0067	24 人力資源評鑑研究	3.0	3.0	0.0
	IWM0068	25 電子化人力資源研究	3.0	3.0	0.0
	IWM0069	26 亞太地區人力資源專題研究	3.0	3.0	0.0
	IWM0070	27 績效管理研究	3.0	3.0	0.0
	IWM0071	28 訓練課程設計研究	3.0	3.0	0.0
400	IWM0075	29 統計與資料分析	3.0	3.0	0.0
400	IWM0076	30 論文寫作	3.0	3.0	0.0
430	IWM0077	31 組織發展與變革研究	3.0	3.0	0.0
490	IWM0079	32 員工心理與職涯發展專題研究	3.0	3.0	0.0
410	IWM0080	33 企業治理與社會責任研究	3.0	3.0	0.0
430	IWM0081	34 組織學習與知識管理研究	3.0	3.0	0.0
430	IWM0082	35 人力資源溝通實務研究	3.0	3.0	0.0
430	IWM0083	36 員工關係與協商研究	3.0	3.0	0.0
430	IWM0084	37 領導與人才發展實務研究	3.0	3.0	0.0

#### 四、自由選修課程

A A制(學術論文組)自由選修課程，應修6.0學分

選課時需經本所審核通過，始得採計為本所畢業學分，詳見學生手冊

B B制(實務論文組)自由選修課程，應修6.0學分

選課時需經本所審核通過，始得採計為本所畢業學分，詳見學生手冊

**Course Structure for M.A. Program**  
**Graduate Institute of International Human Resource Development**  
**National Taiwan Normal University**

Adaptive to Class of	Required Credit(s)	Elective Credit(s)	Free Elective Credit(s)	Minimum Total Credits for Graduation
108	A 6.0 B 6.0	A 21.0 B 30.0	A 6.0 B 6.0	A 33.0 B 42.0

**I. Required Courses: 6.0 credits are required**

Course Category Code	Course Code	Course Name	Credit(s)	Credit Unit		Note
				Lecture Hour	Lab/Practice Hour	
	IWM0072	1 Seminar on Human Resource Development (I)	1.0	2.0	0.0	
	IWM0073	2 Seminar on Human Resource Development (II)	1.0	2.0	0.0	
400	IWM0074	3 Research Methods in Human Resource Development	3.0	3.0	0.0	
489	IWM0085	4 Seminar on Human Resource Development (III)	1.0	0.0	2.0	

**II. Elective Courses: 0.0 credit is required**

**III. Courses Offered to Students in Different Divisions**

A-1. Required Course for A, 0.0 credit is required

A-2. Elective Course for A, 21.0 credits are required

Course Category Code	Course Code	Course Name	Credit(s)	Credit Unit		Note
				Lecture Hour	Lab/Practice Hour	
	IWM0018	1 Human Resource Development	3.0	3.0	0.0	
	IWM0030	2 International Management	3.0	3.0	0.0	
	IWM0034	3 Intercultural Communication	3.0	3.0	0.0	
	IWM0040	4 Studies in Organizational Behavior	3.0	3.0	0.0	
	IWM0042	5 Studies in Human Resource Planning	3.0	3.0	0.0	
	IWM0043	6 Studies in Training in Business and Industry	3.0	3.0	0.0	
	IWM0044	7 Studies in Human Resource Recruiting and Selection	3.0	3.0	0.0	
	IWM0047	8 Studies in Compensation	3.0	3.0	0.0	
	IWM0048	9 Studies in Career Management and Consultation	3.0	3.0	0.0	
	IWM0049	10 Studies in E-learning in Human Resource Development	3.0	3.0	0.0	
	IWM0054	11 Studies in International Human Resource Development	3.0	3.0	0.0	
	IWM0055	12 Studies in International Human Resource Management	3.0	3.0	0.0	
	IWM0056	13 Studies in Human Resources Development for International Nonprofit Organizations	3.0	3.0	0.0	
	IWM0057	14 Studies in Managing International Cooperation	3.0	3.0	0.0	
	IWM0058	15 Special Topics on Human Resource of High-Tech Industry	3.0	3.0	0.0	
	IWM0059	16 Special Topics on Human Resources for Small Business	3.0	3.0	0.0	
	IWM0060	17 Special Topics on Human Resource of Public Department	3.0	3.0	0.0	
	IWM0061	18 Special Topics on Human Resources in International Nonprofit Organizations	3.0	3.0	0.0	
	IWM0062	19 Special Topics on Human Resource for International Service Industries	3.0	3.0	0.0	
	IWM0063	20 Special Topics on the Issues of Human Resource Management on International Organization	3.0	3.0	0.0	
	IWM0064	21 Special Topics on Workforce Development for Technological Professionals in International Organization	3.0	3.0	0.0	
	IWM0065	22 Practicum in Human Resource Development	3.0	0.0	6.0	
	IWM0066	23 Studies in Needs Assessment of Human Resource	3.0	3.0	0.0	
	IWM0067	24 Studies in Human Resource Program Evaluation	3.0	3.0	0.0	
	IWM0068	25 Studies in E-HR (E-human Resource)	3.0	3.0	0.0	
	IWM0069	26 Special Topics on Human Resources in Asia Pacific	3.0	3.0	0.0	
	IWM0070	27 Studies in Performance Management	3.0	3.0	0.0	
	IWM0071	28 Studies in Training Program Design	3.0	3.0	0.0	
400	IWM0075	29 Statistics and Data Analysis	3.0	3.0	0.0	
400	IWM0076	30 Thesis Writing	3.0	3.0	0.0	
430	IWM0077	31 Studies in Organization Change and Development	3.0	3.0	0.0	
490	IWM0079	32 Special Topics on Employee Psychology and Career Development	3.0	3.0	0.0	
410	IWM0080	33 Studies in Corporate Governance & Social Responsibility	3.0	3.0	0.0	
430	IWM0081	34 Studies in Organizational Learning and Knowledge Management	3.0	3.0	0.0	

430	IWM0082	35 Studies in Human Resource Communications	3.0	3.0	0.0
430	IWM0083	36 Studies in Employee Relations & Negotiation	3.0	3.0	0.0
430	IWM0084	37 Studies in Leadership and Talent Development Practices	3.0	3.0	0.0

B-1. Required Course for B, 0.0 credit is required

B-2. Elective Course for B, 30.0 credits are required

Course Category Code	Course Code	Course Name	Credit(s)	Credit Unit		Note
				Lecture Hour	Lab/Practice Hour	
	IWM0018	1 Human Resource Development	3.0	3.0	0.0	
	IWM0030	2 International Management	3.0	3.0	0.0	
	IWM0034	3 Intercultural Communication	3.0	3.0	0.0	
	IWM0040	4 Studies in Organizational Behavior	3.0	3.0	0.0	
	IWM0042	5 Studies in Human Resource Planning	3.0	3.0	0.0	
	IWM0043	6 Studies in Training in Business and Industry	3.0	3.0	0.0	
	IWM0044	7 Studies in Human Resource Recruiting and Selection	3.0	3.0	0.0	
	IWM0047	8 Studies in Compensation	3.0	3.0	0.0	
	IWM0048	9 Studies in Career Management and Consultation	3.0	3.0	0.0	
	IWM0049	10 Studies in E-learning in Human Resource Development	3.0	3.0	0.0	
	IWM0054	11 Studies in International Human Resource Development	3.0	3.0	0.0	
	IWM0055	12 Studies in International Human Resource Management	3.0	3.0	0.0	
	IWM0056	13 Studies in Human Resources Development for International Nonprofit Organizations	3.0	3.0	0.0	
	IWM0057	14 Studies in Managing International Cooperation	3.0	3.0	0.0	
	IWM0058	15 Special Topics on Human Resource of High-Tech Industry	3.0	3.0	0.0	
	IWM0059	16 Special Topics on Human Resources for Small Business	3.0	3.0	0.0	
	IWM0060	17 Special Topics on Human Resource of Public Department	3.0	3.0	0.0	
	IWM0061	18 Special Topics on Human Resources in International Nonprofit Organizations	3.0	3.0	0.0	
	IWM0062	19 Special Topics on Human Resource for International Service Industries	3.0	3.0	0.0	
	IWM0063	20 Special Topics on the Issues of Human Resource Management on International Organization	3.0	3.0	0.0	
	IWM0064	21 Special Topics on Workforce Development for Technological Professionals in International Organization	3.0	3.0	0.0	
	IWM0065	22 Practicum in Human Resource Development	3.0	0.0	6.0	
	IWM0066	23 Studies in Needs Assessment of Human Resource	3.0	3.0	0.0	
	IWM0067	24 Studies in Human Resource Program Evaluation	3.0	3.0	0.0	
	IWM0068	25 Studies in E-HR (E-human Resource)	3.0	3.0	0.0	
	IWM0069	26 Special Topics on Human Resources in Asia Pacific	3.0	3.0	0.0	
	IWM0070	27 Studies in Performance Management	3.0	3.0	0.0	
	IWM0071	28 Studies in Training Program Design	3.0	3.0	0.0	
400	IWM0075	29 Statistics and Data Analysis	3.0	3.0	0.0	
400	IWM0076	30 Thesis Writing	3.0	3.0	0.0	
430	IWM0077	31 Studies in Organization Change and Development	3.0	3.0	0.0	
490	IWM0079	32 Special Topics on Employee Psychology and Career Development	3.0	3.0	0.0	
410	IWM0080	33 Studies in Corporate Governance & Social Responsibility	3.0	3.0	0.0	
430	IWM0081	34 Studies in Organizational Learning and Knowledge Management	3.0	3.0	0.0	
430	IWM0082	35 Studies in Human Resource Communications	3.0	3.0	0.0	
430	IWM0083	36 Studies in Employee Relations & Negotiation	3.0	3.0	0.0	
430	IWM0084	37 Studies in Leadership and Talent Development Practices	3.0	3.0	0.0	

#### IV. Free Elective Credits

A Free Elective Credit for A, 6.0 credits are required

B Free Elective Credit for B, 6.0 credits are required