

中国社会科学院大学战略人力资源管理课程大纲

课程基本信息 (Course Information)					
课程编号 (Course ID)	102132022046	*学时 (Credit Hours)	32	*学分 (Credits)	2
*课程名称 (Course Name)	战略人力资源管理 Strategic Human Resource Management				
先修课程 (Prerequisite Courses)	无				
*课程简介 (Description)	<p>本课程从理论和实践的角度界定了现代战略人力资源管理的内涵，即为了实现组织长期目标，以战略为导向，运用科学管理的制度、程序和方法对组织人力资源进行有效开发、合理配置、充分利用，以保证组织获得竞争优势和实现最佳绩效。它贯穿于人力资源的整个运动过程，包括人力资源规划、战略招聘与配置、战略培训与开发、战略绩效管理、战略薪酬福利管理、战略劳动关系管理等环节。</p> <p>本课程主要通过授课和案例分析相结合的方法，在课程教学中坚持以马克思主义为指导，加快构建中国特色哲学社会科学学科体系、学术体系、话语体系，向学生讲述人力资源管理的主要模块如何更好地服务于组织战略。学好这门课有利于提高学生在从事管理工作过程中，运用所学知识分析组织中各种人力资源管理现象，培养学生解决复杂问题的综合能力和高级思维。同时，学习这门课有利于提高学生的自身素质，改善人际关系，引导学生深入社会实践、关注现实问题。</p> <p>本课程将通过课堂讨论、实践课等方式进行，课程平时成绩由学生考勤情况、课堂作业完成情况两个方面构成。从重视知识内容的传递转向关注学生的学习效果；从强调讲课能力的提升转向侧重学习能力的培养；从提供终结性分类评级转向加强过程评价与反馈。</p>				
*课程简介 (Description)	<p>This course defines the connotation of modern strategic human resource management from the perspectives of theory and practice, that is, in order to achieve the long-term goals of the organization, use scientific management systems, procedures and methods to effectively develop, rationally allocate and make full use of organizational human resources under the guidance of strategy to ensure that the organization obtains a competitive advantage and achieves the best performance. It runs through the entire movement process of human resources, including human resource planning, strategic recruitment and allocation, strategic training and development, strategic performance management, strategic compensation and benefits management, strategic labor relationship management, etc. Competitive advantage and achieving optimal performance.</p> <p>This course mainly adopts the method of combining teaching and case analysis, adheres to the guidance of Marxism in the course teaching, accelerates the construction of the discipline system, academic system and discourse system of philosophy and social sciences with Chinese characteristics, and tells students how the main modules of human resource management can better serve organizational strategy. Learning this course well is conducive to improving students' ability to use the knowledge they have learned to analyze various human resource management phenomena in the organization in the process of engaging in management work, and to cultivate students' comprehensive ability and advanced thinking in solving complex problems. At the same time, learning this course is</p>				

	<p>conducive to improving students' own quality, improving interpersonal relationships, and guiding students to go deep into social practice and pay attention to practical problems.</p> <p>This course will be conducted through class discussion and practice classes, and the usual grades of the course are composed of two aspects: attendance and homework completion. From paying attention to the transfer of knowledge content to students' learning effect; From emphasizing the improvement of lecture ability to focus on the cultivation of learning ability; Shift from providing final classification rating to enhancing process evaluation and feedback.</p>
<p>*教材 (Textbooks)</p>	<p>徐明, 《战略人力资源管理: 理论与实践》(第二版), 东北财经大学出版社, 2020年, ISBN: 9787565438592</p>
<p>参考资料 (Other References)</p>	<p>(1) [美]加里·德斯勒著, 刘昕译, 《人力资源管理》, 中国人民大学出版社, 2017年, 第1版, ISBN: 9787300238449。</p> <p>(2) 彭剑锋, 《战略人力资源管理》, 中国人民大学出版社, 2014年, 第1版, ISBN: 9787300182506。</p> <p>(3) 杨百寅、韩翼, 《战略人力资源管理》, 清华大学出版社, 2012年, 第1版, ISBN: 9787302299523。</p> <p>(4) [美]弗雷德里克·泰勒著, 马凤才译, 《科学管理原理》, 机械工业出版社, 2021年, 第1版, ISBN: 9787111678496。</p>