

Course Structure for M.A. Program

P (Practical thesis track), 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
110	9.0	27.0	6.0	42.0

Note: The first alphabet "E" on the course name refers to the course in English as a medium of instruction

I. Required Courses: 9.0 credits are required

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

II. Elective Courses: 0.0 credit is required

III. Courses Offered to Students in Different Divisions

Required Course, 0.0 credit is required

Elective Course: 27.0 credits are required

Course Code	Course Name	Credit(s)	Credit Unit		Note
			Lecture Hour	Lab/Practice Hour	
IWM0018	1 E Human Resource Development	3.0	3.0	0.0	
IWM0030	2 E International Management	3.0	3.0	0.0	
IWM0034	3 E Intercultural Communication	3.0	3.0	0.0	Can be offered as an online course
IWM0040	4 E Studies in Organizational Behavior	3.0	3.0	0.0	
IWM0043	5 E Studies in Training in Business and Industry	3.0	3.0	0.0	
IWM0044	6 E Studies in Human Resource Recruiting and Selection	3.0	3.0	0.0	
IWM0047	7 E Studies in Compensation	3.0	3.0	0.0	
IWM0088	8 E Career Management and Employee Counseling	3.0	3.0	0.0	
IWM0055	9 E Studies in International Human Resource Management	3.0	3.0	0.0	
IWM0056	10 E Human Resource Development for International Nonprofit Organizations	3.0	3.0	0.0	
IWM0086	11 E Studies in International Education and Development	3.0	3.0	0.0	
IWM0058	12 E Special Topic on Human Resources in High-Tech Industry	3.0	3.0	0.0	
IWM0059	13 E Special Topic on Human Resources in Small and Medium Enterprises Business	3.0	3.0	0.0	
IWM0060	14 E Special Topic on Human Resources in Public Sectors	3.0	3.0	0.0	
IWM0061	15 E Special Topic on Human Resources in International Nonprofit Organizations	3.0	3.0	0.0	
IWM0062	16 E Special Topic on Human Resources in International Service Industry	3.0	3.0	0.0	
IWM0063	17 E Special Topic on Human Resource Management in International Organizations	3.0	3.0	0.0	
IWM0064	18 E Special Topic on Workforce Development for Technological Professionals in International Organizations	3.0	3.0	0.0	
IWM0065	19 E Practicum in Human Resource Development	3.0	0.0	6.0	
IWM0066	20 E Studies in Needs Assessment of Human Resource	3.0	3.0	0.0	
IWM0067	21 E Human Resource Program Evaluation	3.0	3.0	0.0	
IWM0089	22 E Electronic Human Resource Management	3.0	3.0	0.0	
IWM0069	23 E Special Topic on Human Resources in Asia Pacific	3.0	3.0	0.0	
IWM0070	24 E Performance Management	3.0	3.0	0.0	
IWM0071	25 E Training Program Design	3.0	3.0	0.0	
IWM0075	26 E Statistics and Data Analysis	3.0	3.0	0.0	
IWM0076	27 E Thesis Writing	3.0	3.0	0.0	
IWM0077	28 E Studies in Organization Change and Development	3.0	3.0	0.0	
IWM0079	29 E Special Topic on Employee Psychology and Career Development	3.0	3.0	0.0	
IWM0080	30 E Studies in Corporate Governance & Social Responsibility	3.0	3.0	0.0	
IWM0087	31 E Special Topic on Workplace Communications	3.0	3.0	0.0	
IWM0083	32 E Employee Relations and Negotiation	3.0	3.0	0.0	
IWM0084	33 E Studies in Leadership and Talent Development Practices	3.0	3.0	0.0	

IV. Free Elective Credits: 6.0 credits are required