

**Course Structure for M.A. Program**  
**A(Academic 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	18.0	6.0	33.0

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: 18.0 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