

講義内容詳細：人的資源管理（HRM）とリーダーシップ基礎I [英語講義]



閉じる

年度/Academic Year	2024		
授業科目名/ Course Title (Japanese)	人的資源管理（HRM）とリーダーシップ基礎I [英語講義]		
英文科目名/ Course Title (English)	Fundamentals of HRM & Leadership I[in English]		
学期/Semester	前期	単位/Credits	2
教員名/ Instructor (Japanese)	中川 有紀子		
英文氏名/ Instructor (English)	NAKAGAWA Yukiko		

講義概要/Course description

-Learn Basic Human Resources Management, Diversity and Inclusion, Organizational Behavior, Motivation and Engagement, and Leadership.

達成目標/Course objectives

- Understand the sets of practices that reflect HRM activities that are considered conducive to employees' well-being and, consequently, their job performance.
- Understand Diversity and Inclusion trends and their impact on the organizations.
- Understand how to build motivation for work and foster engagement in organizations.
- Understand the 15 Essential Leadership Skills everyone should develop to better handle change.

学部・研究科のディプロマポリシー（卒業認定・学位授与の方針）に基づき、当該科目を履修することで身につく能力 / Abilities to be acquired by completing the course in accordance with the faculty and graduate school diploma policy (graduation certification and degree conferral)

[学部・研究科のディプロマポリシー（卒業認定・学位授与の方針） / Undergraduate and Graduate Diploma Policy \(Graduation Certification and Degree Conferral\)](#)

- 知識・技能
Knowledge and skills
- 思考力・判断力・表現力
Ability to think and judge, and power of expression
- 意欲・関心・態度
Motivation, interest, and attitude

履修条件（事前に履修しておくことが望ましい科目など）/Prerequisite

- ・ Learned Statistics to read the latest papers in Internationall Journal.

授業計画/Lecture plan

1	授業計画/Class	Orientation: Self-introduction. Orientation of Basic Human Resources Management <u>(On-demand)</u>
2	授業計画/Class	Basic Diversity & Inclusion
3	授業計画/Class	Basic Organizational Behavior (OB)
4	授業計画/Class	Basic Recruiting and Staffing
5	授業計画/Class	Basic Motivation and Engagement

6	授業計画/Class	Basic Recruiting and Staffing
7	授業計画/Class	Basic Leadership skills
8	授業計画/Class	Mini test and the answers will be explained in this class
9	授業計画/Class	Greenwood (2023)"Leaders, Sharing your own mental health story can help you become a better ally" <i>Harvard Business Review</i> .
10	授業計画/Class	Sezer, Nault and Klein(2021)"Don't underestimate the power of kindness at Work", <i>Harvard Business Review</i> .
11	授業計画/Class	Falk(2023) "Understanding the power of intrinsic motivation", <i>Harvard Business Review</i> .
12	授業計画/Class	HBR(2023)" Don't let Gen AI limit your team creativity" <i>Harvard Business Review</i> .
13	授業計画/Class	Duhigge(2024) "How to become a supercommunicator at work?" <i>Harvard Business Review</i> .
14	授業計画/Class	Shuman, Knowles, and Goldenberg(2023)"To overcome resistance to DEI, Understand what's driving it", <i>Havard Business Review</i> .
15	授業計画/Class	The final test and the answers will be explained in the class.
	事前学習/ Preparation	Need to read the material for the next class
	事後学習/ Reviewing	Need to read the materials for reviewing.

授業方法/Method of instruction

区分/ Type of Class	対面授業 / Classes in-person
実施形態/ Class Method	通常型 / regular
活用される授業 方法/ Teaching methods used	<input checked="" type="checkbox"/> プレゼンテーション presentation <input checked="" type="checkbox"/> PBL (課題解決型学習) project-based learning <input checked="" type="checkbox"/> 反転授業 (知識習得の要素を教室外に済ませ、知識確認等の要素を教室で行う授業形態) reverse teaching(a class style where students educate themselves out of class beforehand, and use the class period to confirm the knowledge one has gained.) <input checked="" type="checkbox"/> ディスカッション、ディベート discussion / debate <input type="checkbox"/> グループワーク group work <input type="checkbox"/> 実習、フィールドワーク field work <input type="checkbox"/> 上記に該当しない none of the above

成績評価方法/Evaluation

1	平常点 In-class Points	20%	Discussion and active participation are very important.
2	試験 Exam	80%	Mini test on the 8th class and Final test on the 15th class. The answers will be explained in the class.

課題 (試験やレポート等) に対するフィードバックの方法/Feedback methods for assignments (exams, reports, etc.)
The answers of the test will be explained in the class.

メッセージ/Message

Half of the time is lecture and the other half of the time is discussion

その他/Others

This class is taught by the faculty who have 25 yrs experiences of HR manager and director positions in global companies. The faculty teaches using business cases.

キーワード/Keywords

[HRM, Diversity, and Inclusion, Organizational Behavior, Leadership, Motivation and Engagement](#)

